S 2225-3 (A)

ANNUAL

STATISTICAL REPORT

PUBLIC SCHOOL

PROFESSIONAL PERSONNEL

AND

EMPLOYEES IN

NON-CERTIFICATED

POSITIONS

1981-82

JERRY L. EVANS
STATE SUPERINTENDENT OF PUBLIC INSTRUCTION

BOISE, IDAHO

1981 - 82 STATISTICAL REPORT

PUBLIC SCHOOL PROFESSIONAL PERSONNEL AND
EMPLOYEES HOLDING NON-CERTIFICATED POSITIONS

TABLE OF CONTENTS

PAGE

INTRODUCTION.....iii

PART ONE - PROFESSIONAL STAFF

LIST OF TABLES

NUMBER AND PERCENTAGE OF PROFESSIONAL EMPLOYEES BY SEX.....1

Number and Percentage of Professional Employees by Sex for 22 Activity Groups

Number and Percentage of Professional Employees for 11 Activity Groups and Five School District Membership Groups

Student/Professional Employee and Student/Teacher Ratios for Five School District Membership Groups

EXPERIENCE.....3

Number of Professional Employees by Experience for 11 Activity Groups

AGE.....4

Median Age Groups for 4 Activity Groups

Number of Professional Employees by Age for 22 Job Classifications

EDUCATIONAL ATTAINMENT.....5

Number of Professional Employees by Highest Degree Earned in 22 Job Classifications

SOURCE OF EDUCATION.....6

Number of Professional Employees by Source of Education for Highest Degree in 22 Job Classifications

Percentage of Professional Employees in 11 Activity Groups By Source of Education for Highest Degree

TABLE OF CONTENTS - CONTINUED

PAGE

SALARY.....7

Average Base Salary, Average Extra Pay, Average Base and Extra Pay, and Full Time Equivalent Professional Employees by 22 Job Classifications and Sex -- Statewide and for Five School District Membership Groups

Estimated Average Per Child Salary Expenditure for Activity Categories for Five School District Student Membership Groups

PART TWO - NON-CERTIFICATED STAFF

LIST OF TABLES

NUMBER AND FULL TIME EQUIVALENT OF NON-CERTIFICATED EMPLOYEES BY SEX.....12

Actual Number and Full Time Equivalent of Employees Holding Non-certificated Positions by Sex in 24 Activity Groups

SALARY.....13

Average Annual Salary, Average Hourly Pay Rate, and Actual Number of Non-certificated Employees by Sex in 24 Activity Groups -- Statewide and for Five School District Membership Groups

INTRODUCTION

PURPOSE -- This statistical report is designed to provide citizens who affect public education in Idaho -- elected officials, professional educators, and the general public -- with some information upon which decisions about educational policy may be based.

SOURCE OF INFORMATION -- The personnel information upon which this report is based was submitted by the individual school districts in the fall of 1981. Data about school district personnel, both professional and non-certificated employees, is supplied to the State Department of Education by means of the Personnel Reporting System forms. Once received, the Office of Management Information, with the assistance of the Statewide Educational Planning and Reporting System (SEPARS), processes this data to generate the statistics published in this report.

GROUPING OF SCHOOL DISTRICTS BY STUDENT MEMBERSHIP -- In many places in this report, statistics are reported for school districts grouped according to their student membership. This information was drawn from the enrollment reports submitted by school districts as of September 25, 1981. District student membership is defined as the total student enrollment for the district less the total student withdrawal as of the above date. (Note: student membership figures are different from the enrollments in the Department of Education's annual Fall Enrollment Report.) The five membership groups are: districts with over 5,000 students, 2,500 - 4,999 students, 1,000 - 2,499 students, 500 - 999 students, and 1 - 499 students.

DISTRICTS WITH OVER 5,000 STUDENTS (9 Districts, Total Membership -- 85,415)

001	Boise Ind.	21,426
025	Pocatello	12,153
002	Meridian	11,890
091	Idaho Falls	8,693
271	Coeur d'Alene	6,999

DISTRICTS WITH OVER 5,000 STUDENTS cont.

131	Nampa	6,547
411	Twin Falls	6,491
093	East Bonneville	6,185
1 Ind.	Lewiston	5,031

DISTRICTS WITH 2,500 - 4,999 STUDENTS (14 Districts, Total Membership -- 48,768)

151	Cassia	4,862
082	Bonner	4,825
331	Minidoka	4,347
055	Blackfoot	4,297
132	Caldwell	3,883
251	Jefferson	3,734
193	Mountain Home	3,697
321	Madison	3,312
273	Post Falls	2,825
391	Kellogg	2,705
215	Fremont	2,621
261	Jerome	2,615
281	Moscow	2,546
221	Emmett	2,499

DISTRICTS WITH 1,000 - 2,499 STUDENTS (24 Districts, Total Membership -- 39,347)

171	Orofino	2,216
241	Grangeville	2,125
052	Snake River	2,071
139	Canyon	2,070
272	Lakeland	1,964
201	Preston	1,948
060	Shelley	1,935
061	Blaine	1,802
003	Kuna	1,784
033	Bear Lake	1,735
134	Middleton	1,640

DISTRICTS WITH 1,000 - 2,499 cont.

021	Marsh Valley	1,611
381	American Falls	1,606
431	Weiser	1,555
291	Salmon	1,550
371	Payette	1,505
412	Buhl	1,455
041	St. Maries	1,449
393	Wallace	1,448
101	Boundary	1,415
150	Soda Springs	1,251
231	Gooding	1,121
373	Fruitland	1,052
413	Filer	1,039

DISTRICTS WITH 500 - 999 STUDENTS (25 Districts, Total Membership -- 18,745)

059	Firth	987
421	McCall-Donnelly	968
370	Homedale	940
137	Parma	938
232	Wendell	883
181	Challis	874
322	Sugar-Salem	869
058	Aberdeen	856
111	Butte Co.	834
351	Oneida Co.	826
414	Kimberly	815
372	New Plymouth	767
148	Grace	758
401	Teton Co.	743
284	Whitepine	731
304	Kamiah	722
341	Lapwai	633
192	Glenns Ferry	615

DISTRICTS WITH 500 - 999 cont.

262	Valley	612
242	Cottonwood	593
363	Marsing	585
285	Potlatch	584
252	Ririe	562
133	Wilder	544
365	Bruneau-Grandview	506

DISTRICTS WITH UNDER 500 STUDENTS (43 Districts, Total Membership -- 9,732)

202	West Side	482
136	Melba	433
013	Council	421
415	Hansen	386
312	Shoshone	378
042	Western Benewah	365
392	Mullan	353
305	Highland	346
274	Kootenai	342
283	Kendrick	337
182	Mackay	336
422	Cascade	335
233	Hagerman	333
417	Castleford	330
282	Genesee	324
343	Tammany	300
135	Notus	290
149	North Gem	270
432	Cambridge	252
073	Horseshoe Bend	233
418	Murtaugh	216
316	Richfield	210
382	Rockland	198
071	Garden Valley	197

DISTRICTS WITH UNDER 500 cont.

302	Nezperce	183
161	Clark County	178
121	Camas County	177
342	Culdesac	176
011	Meadows Valley	175
072	Basin	157
433	Midvale	129
234	Bliss	125
292	South Lemhi	124
275	Worley	118
092	Swan Valley	107
314	Dietrich	106
138	Scism	99
172	Elk River	74
394	Avery	63
364	Pleasant Valley	34
383	Arbon	22
191	Prairie	11
416	Three Creek	7

PROFESSIONAL JOB CLASSIFICATIONS AND ACTIVITY GROUPINGS -- Activities of professional employees are classified into 22 basic categories. These categories, the abbreviations used in the statistical tables, and, in some cases, definitions of the categories are listed below:

Superintendent
Assistant Superintendent -- Asst. Supt.
Director -- Administrator of a District-wide educational program.
Supervisor/Coordinator -- Supv./Coord. -- Educator with responsibility for teachers or courses in a specified subject or service area.
Consultant/Specialist -- Cons./Spec. -- Educator employed and qualified to provide educational advice and service in a school district.
Elementary Principal -- Elem. Principal
Secondary Principal -- Sec. Principal
Assistant Principal -- Asst. Principal
Elementary Teacher -- Elem. Teacher -- Certified teacher who works primarily with students in grades K-6.
Secondary Teacher -- Sec. Teacher -- Certified teacher who works primarily with students in grades 7-12.
Librarian
Counselor
School Psychologist -- Psychologist
Psychological Examiner -- Psych. Examiner
School Nurse
School Social Worker -- Social Worker
Speech and Hearing Therapist -- Sp./H. Therapist
Head Teacher
Dean of Boys/Dean of Girls -- Dean Boys/Girls
Business Manager
Intern (Teacher/Administrator)
Media Generalist

For clarity of tabular presentation, these 22 categories have been grouped in many places in this report. The activity groups and the abbreviations used in the tables are listed below:

Grouping into 11 activity groups:

1. Superintendents: Superintendents only.
2. Other Dist. Adm. - Other District-wide Administration: Assistant Superintendents, Directors, and Business Managers.
3. Cur./Prog. Serv. - Curriculum/Program Services: Supervisors/Coordinators and Consultants/Specialists.
4. Sec. Principals, Secondary Principals: Secondary Principals only.
5. Elem. Principals, Elementary Principals: Elementary Principals and Head Teachers.
6. Asst. Principals, Assistant Principals: Assistant Principals only.
7. Media Services: Librarians and Media Generalists.

8. Guid. Services, Student Guidance Services: Counselors, School Psychologists, Psychological Examiners, School Social Workers, and Deans.
9. Health Services, Student Health Services: School Nurses and Speech and Hearing Therapists.
10. Sec. Teachers, Secondary Teachers: Secondary Teachers only.
11. Elem. Teachers, Elementary Teachers: Elementary Teachers only.

Grouping into 4 activity groups:

1. District-wide Administration:

   Superintendents
   Assistant Superintendents
   Directors
   Supervisors/Coordinators
   Consultants/Specialists
   Business Managers

2. School Administration:

   Elementary Principals
   Head Teachers
   Secondary Principals
   Assistant Principals

3. Student Services:

   Librarians
   Media Generalists
   Counselors
   School Psychologists
   Psychological Examiners
   School Nurses
   School Social Workers
   Speech and Hearing Therapists
   Deans

4. Instructional Services:

   Elementary Teachers
   Secondary Teachers

NOTE: Both groupings by eleven activity groups and by four activity groups exclude Interns.

CATEGORIZATION OF PERSONNEL -- In any table in the professional employee section of this report each employee is counted once. Professional staff who were coded by the school districts into 2 or more activities have been counted in the activity that appears highest on the list of 22 job classifications. For example, a person employed as both a teacher and a counselor will be counted as a teacher because this activity appears highest on the list of job classifications.

Non-certified employees who are engaged in 2 or more activities have been counted as one employee in each job classification that is performed. Hence, the "actual" non-certified employee count is not a head count of total employees, but rather a count of the number of employees who perform each activity.

An employee who is engaged in both certified and non-certified activities has been counted once as a certified employee and once as a non-certified employee. For example, a teacher who also drives a school bus has been counted as a teacher in the professional section and as a vehicle operator in the non-certified section.

PART ONE - PROFESSIONAL STAFF

Professional educators are employed primarily in the classroom. Currently, 86.4% are teachers, 3.0% are involved in district administration, 4.4% in school administration, and 6.2% in student services.

The tables below report the numbers and percentages of men and women employed in various professional activities in Idaho public schools. Professional staff counts shown represent actual numbers of employees, regardless of the percentage of full time worked by the employee. Thus, even though a teacher may work only three days a week for a district, he or she is counted as one employee. As indicated in the introduction, staff members who are engaged in two or more activities are counted only in the category which appears highest on this list of activities.

NUMBER AND PERCENTAGE OF PROFESSIONAL EMPLOYEES BY SEX FOR 22 ACTIVITY GROUPS

	TOTAL # IN CLASS	# MEN IN CLASS	# WOMEN IN CLASS	% MEN IN CLASS	% WOMEN IN CLASS	CLASS AS A % OF ALL PROF. EMPLOYEES
Superintendents	108	107	1	99%	1%	.9%
Asst. Supt.	27	27	0	100%	0%	.2%
Director	73	62	11	85%	15%	.6%
Supv./Coord.	69	37	32	54%	46%	.6%
Cons./Spec.	62	19	43	31%	69%	.5%
Elem. Principal	244	198	46	81%	19%	2.1%
Sec. Principal	171	166	5	97%	3%	1.5%
Asst. Principal	84	74	10	88%	12%	.7%
Elem. Teacher	5,199	824	4,375	16%	84%	44.7%
Sec. Teacher	4,848	2,772	2,076	57%	43%	41.7%
Librarian	127	18	109	14%	86%	1.1%
Counselor	245	148	97	60%	40%	2.1%
Psychologist	91	61	30	67%	33%	.8%
Psych. Examiner	4	2	2	50%	50%	.03%
School Nurse	56	0	56	0%	100%	.5%
Social Worker	16	10	6	63%	37%	.1%
Sp./H. Therapist	127	16	111	13%	87%	1.1%
Head Teacher	9	4	5	44%	56%	.08%
Dean Boys/Girls	3	3	0	100%	0%	.03%
Business Manager	11	10	1	91%	9%	.09%
Intern	9	2	7	22%	78%	.08%
Media Generalist	49	16	33	33%	67%	.4%
All Prof. Employees	11,632	4,576	7,056	39%	61%	100.0%

Columns 4 and 5 in the table, % of Men in Class and % of Women in Class, are calculated as follows:

% of Men in Class = # Men in Class (column 2) divided by Total # in Class (column 1).

% of Women in Class = # Women in Class (column 3) divided by Total # in Class (column 1).

Column 6, Class as a % of All Professional Employees, is calculated as follows:

Class as a % of All Professional Employees = Total # in Class (column 1) divided by Number of Professional Employees in the State (i.e., 11,632 for 1981-82).

NUMBER AND PERCENTAGE OF PROFESSIONAL EMPLOYEES FOR ELEVEN ACTIVITY GROUPS AND FIVE SCHOOL DISTRICT STUDENT MEMBERSHIP GROUPS

	DISTRICTS WITH 5,000 + STUDENTS (9 DISTRICTS)		DISTRICTS WITH 2,500 - 4,999 STUDENTS (14 DISTRICTS)		DISTRICTS WITH 1,000 - 2,499 STUDENTS (24 DISTRICTS)	
	# IN ACT. GRP.	ACT. GRP. AS A % OF PROFESSIONAL EMPLOYEES	# IN ACT. GRP.	ACT. GRP. AS A % OF PROFESSIONAL EMPLOYEES	# IN ACT. GRP.	ACT. GRP. AS A % OF PROFESSIONAL EMPLOYEES
Superintendents	9	0.2%	14	0.5%	24	1.0%
Other Dist. Adm.	47	1.0%	36	1.3%	16	0.7%
Cur./Prog. Serv.	80	1.7%	32	1.2%	8	0.4%
Sec. Principals	39	0.8%	38	1.4%	53	2.4%
Elem. Principals	103	2.2%	64	2.3%	49	2.2%
Asst. Principals	55	1.2%	20	0.7%	9	0.4%
Media Services	42	0.9%	40	1.5%	45	2.0%
Guid. Services	165	3.5%	82	3.0%	62	2.8%
Health Services	87	1.9%	35	1.3%	35	1.6%
Sec. Teachers	1,886	40.6%	1,150	41.7%	952	42.4%
Elem. Teachers	2,137	46.0%	1,247	45.2%	991	44.2%
All Prof. Employees	4,650	100.0%	2,758	100.0%	2,244	100.0%

	DISTRICTS WITH 500 - 999 STUDENTS (24 DISTRICTS)		DISTRICTS WITH 1 - 499 STUDENTS (44 DISTRICTS)	
	# IN ACT. GRP.	ACT. GRP. AS A % OF PROFESSIONAL EMPLOYEES	# IN ACT. GRP.	ACT. GRP. AS A % OF PROFESSIONAL EMPLOYEES
Superintendents	25	2.1%	36	4.6%
Other Dist. Adm.	7	0.6%	5	0.6%
Cur./Prog. Serv.	9	0.8%	2	0.3%
Sec. Principals	31	2.6%	10	1.3%
Elem. Principals	23	1.9%	14	1.8%
Asst. Principals	0	0.0%	0	0.0%
Media Services	30	2.5%	19	2.4%
Guid. Services	34	2.9%	16	2.0%
Health Services	20	1.7%	6	0.8%
Sec. Teachers	510	42.9%	350	44.6%
Elem. Teachers	498	41.9%	326	41.6%
All Prof. Employees	1,187	100.0%	784	100.0%

STUDENT/PROFESSIONAL EMPLOYEE AND STUDENT/TEACHER RATIOS FOR FIVE SCHOOL DISTRICT MEMBERSHIP GROUPS*

DISTRICT MEMBERSHIP	STUDENT/PROFESSIONAL EMPLOYEE RATIO	STUDENT/TEACHER RATIO
5,000 + Students	18.7	21.7
2,500 - 4,999 Students	18.0	20.7
1,000 - 2,499 Students	17.8	20.5
500 - 999 Students	16.9	19.7
1 - 499 Students	13.2	15.2
All School Districts	17.8	20.6

*These ratios are computed on the basis of the September student membership (i.e. September enrollment with withdrawals deducted). On this basis the statewide student membership, for example is 202,007 pupils. Enrollment for the same period without deduction of withdrawals is more that 204,500 pupils. The professional employees counts used in computing these ratios are full-time equivalence (FTE) counts (i.e. the percentage of full-time worked by each employee). Ratios based upon the larger enrollments and actual employee counts would vary accordingly.

EXPERIENCE

Experience as shown in the following table includes total experience in education--in-state and out-of-state, public and private school service.

NUMBER OF PROFESSIONAL EMPLOYEES BY EXPERIENCE FOR ELEVEN ACTIVITY GROUPS

	EXPERIENCE IN EDUCATION (IN YEARS)						
	1st	2-5	6-10	11-15	16-20	21-30	31 +
Superintendents	0	0	7	13	26	42*	20
Other Dist. Adm.	1	3	22	17	17*	34	17
Cur./Prog. Serv.	3	14	29	36*	23	23	3
Sec. Principals	0	1	22	32	37*	54	25
Elem. Principals	0	2	34	53	61*	81	22
Asst. Principals	0	1	13	21	19*	26	4
Media Services	3	24	35	43*	22	39	10
Guid. Services	6	42	79	82*	55	66	29
Health Services	19	62	53*	27	12	7	3
Sec. Teachers	235	1,015	1,275*	1,063	566	562	132
Elem. Teachers	278	1,279	1,547*	928	544	495	128
All Prof. Employees	545	2,443	3,116*	2,315	1,382	1,429	393

*An asterisk denotes the median experience range for the corresponding activity group.

AGE

MEDIAN AGE GROUP FOR PROFESSIONAL EMPLOYEES IN IDAHO IN FOUR ACTIVITY GROUPS

	MEDIAN AGE GROUP
District Administration	41-45
School Administration	41-45
Student Services	36-40
Instructional Services	36-40

The median age group for all professional employees is 36-40 years.

NUMBER OF PROFESSIONAL EMPLOYEES BY AGE FOR 22 JOB CLASSIFICATIONS

	Under 21 Years	21-25 Years	26-30 Years	31-35 Years	36-40 Years	41-45 Years	46-50 Years	51-55 Years	56-60 Years	Over 60 Years
Superintendents	0	0	0	5	13	27	27	18	15	3
Asst. Supt.	0	0	0	2	3	4	7	2	7	2
Director	0	0	2	23	9	8	10	10	9	2
Supv./Coord.	0	1	7	5	15	15	13	7	4	2
Cons./Spec.	0	1	7	13	11	14	5	8	2	1
Elem. Principal	0	0	3	38	42	56	32	33	23	17
Sec. Principal	0	0	4	16	32	34	31	27	22	5
Asst. Principal	0	0	7	11	20	22	13	4	5	2
Elem. Teacher	2	473	967	1,065	757	538	473	397	325	202
Sec. Teacher	0	297	782	1,161	889	594	429	327	258	111
Librarian	0	1	5	20	18	13	17	18	25	10
Counselor	0	1	14	38	50	36	32	33	30	10
Psychologist	0	1	8	26	19	13	13	5	4	2
Psych. Examiner	0	0	0	2	0	0	0	0	0	2
School Nurse	0	0	9	5	7	5	5	16	6	3
Social Worker	0	0	5	6	3	1	0	1	0	0
Sp./H. Therapist	0	15	48	29	16	7	4	1	4	3
Head Teacher	0	0	0	0	4	0	2	2	1	0
Dean Boys/Girls	0	0	0	0	2	0	1	0	0	0
Business Manager	0	1	0	0	1	1	4	2	1	1
Intern	0	6	0	0	2	1	0	0	0	0
Media Generalist	0	0	5	7	7	7	6	7	6	4
All Prof. Employees	2	797	1,873	2,472	1,920	1,396	1,124	918	747	382

EDUCATIONAL ATTAINMENT

Only 1.2% of professional employees in Idaho public schools hold less than a bachelor's degree; 28% of the professional employees hold a degree higher than the bachelor's degree. Most of the personnel holding less than a bachelor's degree are nurses, vocational education instructors, or persons having Life, Pre-professional, Provisional, State Elementary, or State High School certification.

NUMBER OF PROFESSIONAL EMPLOYEES BY HIGHEST DEGREE EARNED
IN 22 JOB CLASSIFICATIONS

	NONE	ASSOC.	BA/BS	MA/MS	6-YEAR	DOCTOR	OTHER
Superintendents	0	0	0	75	8	25	0
Asst. Supt.	0	0	0	17	3	7	0
Director	0	0	15	48	4	6	0
Supv./Coord.	0	0	29	37	1	2	0
Cons./Spec.	0	0	24	36	1	1	0
Elem. Principal	0	2	19	210	9	4	0
Sec. Principal	0	0	5	155	6	5	0
Asst. Principal	0	0	3	72	6	3	0
Elem. Teacher	2	24	4,401	763	4	4	1
Sec. Teacher	21	18	3,571	1,180	5	15	38
Librarian	0	1	102	23	0	1	0
Counselor	0	0	12	230	3	0	0
Psychologist	0	2	1	61	8	19	0
Psych. Examiner	0	0	0	4	0	0	0
School Nurse	1	12	23	3	0	0	17
Social Worker	0	0	0	16	0	0	0
Sp./H. Therapist	0	0	17	109	0	1	0
Head Teacher	0	0	4	4	1	0	0
Dean Boys/Girls	0	0	1	1	1	0	0
Business Manager	0	0	3	8	0	0	0
Intern	0	0	6	3	0	0	0
Media Generalist	0	1	37	11	0	0	0
All Prof. Employees	24	62	8,273	3,066	60	91	56

SOURCE OF EDUCATION

In 1981-82, 54.3% of all professional employees have received their highest degree from an Idaho educational institution. The percentage of district administrators receiving their highest degree in Idaho was 52.7%, while that of school administrators was 56.8%. Student service personnel showed 50.5% and 54.4% of Idaho's teachers received their highest degree within the state.

NUMBER OF PROFESSIONAL EMPLOYEES BY SOURCE OF EDUCATION FOR HIGHEST DEGREE IN 22 JOB CLASSIFICATIONS

	NON IDAHO	IN STATE	BOISE STATE	IDAHO STATE	COLL. IDAHO	UNIV. IDAHO	OTHER IDAHO
Superintendent	46	62	1	13	9	39	0
Asst. Supt.	11	16	1	1	4	10	0
Director	42	31	1	14	3	10	3
Supv./Coord.	31	38	3	10	5	13	7
Cons./Spec.	27	35	15	7	1	8	4
Elem. Principal	107	137	19	38	32	42	6
Sec. Principal	77	94	2	20	19	52	1
Asst. Principal	30	54	0	17	14	20	3
Elem. Teacher	2,375	2,824	742	765	244	668	405
Sec. Teacher	2,202	2,646	527	690	211	882	336
Librarian	54	73	14	18	8	26	7
Counselor	82	163	9	47	46	55	6
Psychologist	57	34	0	11	4	17	2
Psych. Examiner	0	4	0	2	0	1	1
School Nurse	40	16	8	4	0	3	1
Social Worker	16	0	0	0	0	0	0
Sp./H. Therapist	83	44	3	35	1	0	5
Head Teacher	5	4	1	1	0	2	0
Dean Boys/Girls	0	3	1	2	0	0	0
Business Manager	3	8	2	1	1	4	0
Intern	2	7	1	1	0	0	5
Media Generalist	23	26	3	8	0	9	6
All Prof. Employees	5,313	6,319	1,353	1,705	602	1,861	798

PERCENTAGE OF PROFESSIONAL EMPLOYEES IN ELEVEN ACTIVITY GROUPS
BY SOURCE OF EDUCATION FOR HIGHEST DEGREE

	NON IDAHO	IN STATE	BOISE STATE	IDAHO STATE	COLL. IDAHO	UNIV. IDAHO	OTHER IDAHO
Superintendents	42.6%	57.4%	.9%	12.0%	8.3%	36.0%	0%
Other Dist. Adm.	50.5%	49.5%	3.6%	14.4%	7.2%	21.6%	2.7%
Cur./Prog. Serv.	44.3%	55.7%	13.7%	13.0%	4.6%	16.0%	8.4%
Sec. Principals	45.0%	55.0%	1.2%	11.7%	11.1%	30.4%	.6%
Elem. Principals	44.3%	55.7%	7.9%	15.4%	12.6%	17.4%	2.4%
Asst. Principals	35.7%	64.3%	0%	20.2%	16.6%	23.8%	3.6%
Media Services	43.8%	56.3%	9.6%	14.8%	4.5%	19.9%	7.4%
Guid. Services	43.2%	56.8%	2.8%	17.3%	13.9%	20.3%	2.5%
Health Services	67.2%	32.8%	6.0%	21.3%	.6%	1.6%	3.3%
Sec. Teachers	45.4%	54.6%	10.9%	14.2%	4.4%	18.2%	6.9%
Elem. Teachers	45.7%	54.3%	14.3%	14.7%	4.7%	12.8%	7.8%
All Prof. Employees	45.7%	54.3%	11.6%	14.7%	5.2%	16.0%	6.8%

SALARY

The Average Base Salary in each category is calculated by dividing the total amount of base salary paid to employees within the category by the ACTUAL number of employees in the category:

$$\text{AVERAGE BASE SALARY in the activity group} = \frac{\text{Total actual amount of base salary paid in activity group}}{\text{Total ACTUAL number of employees in activity group}}$$

The Average Extra Pay in each category is calculated by dividing the total extra pay received by employees in the category by the ACTUAL number of employees in the category:

$$\text{AVERAGE EXTRA PAY in the activity group} = \frac{\text{Total Extra Pay received in the activity group}}{\text{Total ACTUAL number of employees in activity group}}$$

The Average Base Plus Extra Pay in each category is calculated by dividing the sum of the total base salary and the total extra pay by the ACTUAL number of employees in each category:

$$\text{AVERAGE BASE PLUS EXTRA in the activity group} = \frac{\text{Total base pay + total extra pay in activity group}}{\text{Total ACTUAL number of employees in activity group}}$$

AVERAGE BASE SALARY, AVERAGE EXTRA PAY, AVERAGE BASE AND EXTRA PAY, AND FULL TIME EQUIVALENT PROFESSIONAL EMPLOYEES BY 22 JOB CLASSIFICATIONS AND SEX*

STATEWIDE

		AVERAGE BASE PAY			AVERAGE EXTRA PAY		AVERAGE BASE PLUS EXTRA PAY		
	FTE*	ALL	MEN	WOMEN	MEN	WOMEN	ALL	MEN	WOMEN
Superintendent	106.29	$30,829	$30,743	$40,000	$2,974	$ 0	$31,163	$31,079	$40,000
Asst. Supt.	27.00	32,810	32,810	0	1,216	0	32,855	32,855	0
Director	68.01	23,628	24,260	20,064	2,977	1,774	24,109	24,741	20,547
Supv./Coord.	65.83	21,776	23,853	19,374	2,152	2,387	22,427	24,551	19,970
Cons./Spec.	52.35	17,136	20,825	15,505	1,006	590	17,305	21,037	15,656
Elem. Principal	244.00	24,603	24,656	24,375	3,333	3,414	25,356	25,481	24,821
Sec. Principal	71.00	26,205	26,213	25,939	3,684	3,334	27,300	27,301	27,272
Asst. Principal	84.00	24,902	25,175	22,888	4,017	5,674	25,640	25,935	23,456
Elem. Teacher	5,079.39	15,721	16,274	15,617	1,097	686	15,787	16,518	15,650
Sec. Teacher	4,728.10	16,439	16,882	15,846	1,570	897	17,061	17,747	16,146
Librarian	123.59	16,957	17,642	16,844	1,144	756	17,228	18,214	17,065
Counselor	241.57	20,349	20,432	20,223	1,420	1,047	20,970	21,142	20,709
Psychologist	84.58	19,600	20,256	18,267	1,886	1,455	20,278	21,029	18,752
Psych. Examiner	3.50	15,143	18,797	11,490	3,466	0	16,010	20,530	11,490
School Nurse	46.78	13,011	0	13,011	0	308	13,061	0	13,061
Social Worker	15.50	17,796	18,547	16,543	2,105	0	18,059	18,968	16,543
Sp./H. Therapist	114.13	15,207	18,200	14,776	1,392	716	15,302	18,374	14,860
Head Teacher	9.00	19,745	18,961	20,373	1,464	712	20,633	20,424	20,800
Dean Boys/Girls	3.00	23,053	23,053	0	1,320	0	23,493	23,493	0
Business Manager	11.00	27,316	28,997	10,500	7,507	0	27,998	29,748	10,500
Intern	9.00	13,113	23,075	10,266	1,244	0	13,251	23,697	10,266
Media Generalist	48.30	17,676	18,935	17,066	1,076	1,020	17,910	19,204	17,283

*It should be noted that average base salaries, average extra pay, and average base pay plus extra pay have been calculated on the basis of actual employee counts, not the Full Time Equivalency (FTE) counts shown in the first column above and in the tables that follow. Actual employee counts can be found on pages 1-2 of this report.

SCHOOL DISTRICTS WITH MEMBERSHIP OF 5,000 OR MORE STUDENTS

		AVERAGE BASE PAY			SALARY RANGE		AVERAGE BASE PLUS EXTRA PAY			SALARY RANGE	
	FTE	ALL	MEN	WOMEN	HIGH	LOW	ALL	MEN	WOMEN	HIGH	LOW
Superintendent	9.00	$41,344	$41,344	$ 0	$48,215	$32,433	$41,611	$41,611	$ 0	$48,215	$32,433
Asst. Supt.	14.00	34,016	34,016	0	39,741	18,336	34,103	34,103	0	39,741	19,552
Director	29.00	29,786	29,707	32,000	35,838	32,000	30,183	30,118	32,000	35,838	32,000
Supv./Coord.	40.50	24,435	26,183	21,967	33,930	9,801	24,943	26,785	22,342	33,930	9,801
Cons./Spec.	36.35	19,344	20,890	18,019	29,686	9,088	19,525	21,113	18,164	29,686	9,088
Elem. Principal	100.00	26,592	26,711	26,194	31,245	22,000	27,072	27,334	26,194	31,245	22,000
Sec. Principal	39.00	30,616	30,579	32,038	35,547	32,038	31,037	31,010	32,038	35,547	32,038
Asst. Principal	55.00	25,739	26,231	22,849	30,744	13,800	26,146	26,587	23,558	30,744	13,800
Elem. Teacher	2,092.24	16,221	17,091	16,077	24,754	6,977	16,239	17,157	16,087	24,754	6,977
Sec. Teacher	1,854.38	17,372	17,985	16,648	29,564	2,929	17,777	18,564	16,847	29,564	2,929
Librarian	31.50	17,864	18,982	17,704	24,196	5,604	17,991	18,982	17,849	24,196	5,604
Counselor	107.00	21,725	22,180	21,270	25,150	10,102	22,150	22,595	21,704	26,098	10,102
Psychologist	41.00	22,080	22,151	21,953	29,543	12,813	22,426	22,616	22,084	29,543	12,813
Psych. Examiner	2.00	18,597	22,714	14,479	22,714	14,479	20,330	26,180	14,479	26,180	14,479
School Nurse	29.38	14,988	0	14,988	22,526	5,900	15,007	0	15,007	23,129	5,900
Social Worker	11.00	19,215	19,904	18,010	25,080	14,894	19,215	19,904	18,010	25,080	14,894
Sp./H. Therapist	53.50	16,880	22,154	16,235	27,580	7,569	16,898	22,154	16,255	27,580	7,569
Head Teacher	3.00	20,185	0	20,185	21,453	18,977	20,685	0	20,685	22,203	19,727
Dean Boys/Girls	2.00	26,285	26,285	0	27,881	24,689	26,285	26,285	0	27,881	24,689
Business Manager	4.00	33,224	33,224	0	36,101	31,167	33,224	33,224	0	36,101	31,167
Intern	7.00	12,151	25,150	9,985	25,150	7,103	12,151	25,150	9,985	25,150	7,103
Media Generalist	9.75	18,879	22,921	17,147	23,553	8,237	19,030	23,145	17,267	23,553	8,237

SCHOOL DISTRICTS WITH MEMBERSHIP OF 2,500 - 4,999 STUDENTS

		AVERAGE BASE PAY			SALARY RANGE		AVERAGE BASE PLUS EXTRA PAY			SALARY RANGE	
	FTE	ALL	MEN	WOMEN	HIGH	LOW	ALL	MEN	WOMEN	HIGH	LOW
Superintendent	14.00	$35,663	$35,330	$40,000	$41,256	$40,000	$35,735	$35,407	$40,000	$41,256	$40,000
Asst. Supt.	10.00	32,293	32,293	0	42,000	28,000	32,293	32,293	0	42,000	28,000
Director	22.00	23,398	23,957	20,883	30,479	17,251	23,706	24,283	21,110	30,479	18,158
Supv./Coord.	16.08	18,425	20,145	16,706	27,851	6,000	18,601	20,425	16,778	27,851	6,000
Cons./Spec.	12.50	17,794	0	17,794	27,503	9,365	18,002	0	18,002	27,503	9,365
Elem. Principal	63.00	24,465	24,545	24,042	31,372	15,437	25,270	25,262	25,316	31,822	15,437
Sec. Principal	38.00	26,358	26,363	26,283	34,790	21,074	27,816	27,854	27,132	34,790	22,772
Asst. Principal	20.00	24,325	24,394	23,000	32,675	23,000	25,768	25,914	23,000	32,675	23,000
Elem. Teacher	1,219.69	16,007	16,498	15,918	26,863	2,705	16,060	16,670	15,950	26,863	2,705
Sec. Teacher	1,133.47	16,754	17,149	16,251	36,863	5,360	17,377	18,021	16,556	36,863	5,360
Librarian	27.00	18,614	18,102	18,793	27,333	14,763	18,921	18,924	18,920	27,333	14,763
Counselor	57.17	20,528	20,581	20,427	28,495	18,172	21,162	21,302	20,898	29,881	18,172
Psychologist	20.50	19,700	20,804	16,169	29,881	10,194	20,813	21,737	17,856	29,881	10,514
Psych. Examiner	1.00	14,880	14,880	0	14,880	14,880	14,880	14,880	0	14,880	14,880
School Nurse	7.00	14,565	0	14,565	20,999	11,502	14,565	0	14,565	20,999	11,502
Social Worker	2.00	16,072	13,912	18,231	18,231	18,231	16,438	14,644	18,231	18,231	18,231
Sp./H. Therapist	25.13	15,068	15,444	14,986	20,073	3,292	15,107	15,660	14,986	21,007	3,292
Head Teacher	1.00	18,603	18,603	0	18,603	18,603	20,603	20,603	0	20,603	20,603
Dean Boys/Girls	.00	0	0	0	0	0	0	0	0	0	0
Business Manager	4.00	28,355	28,355	0	30,889	26,000	30,231	30,231	0	34,728	26,000
Intern	.00	0	0	0	0	0	0	0	0	0	0
Media Generalist	13.00	18,064	17,763	18,199	28,495	15,004	18,231	18,105	18,287	28,495	15,004

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1,000 - 2,499 STUDENTS

		AVERAGE BASE PAY			SALARY RANGE		AVERAGE BASE PLUS EXTRA PAY			SALARY RANGE	
	FTE	ALL	MEN	WOMEN	HIGH	LOW	ALL	MEN	WOMEN	HIGH	LOW
Superintendent	23.00	$33,159	$33,159	$ 0	$38,000	$29,000	$33,360	$33,360	$ 0	$38,880	$29,000
Asst. Supt.	3.00	28,901	28,901	0	31,500	25,000	28,901	28,901	0	31,500	25,000
Director	10.17	19,397	20,052	17,653	28,000	15,657	20,241	20,923	18,422	31,100	17,964
Supv./Coord.	7.00	18,832	19,470	18,577	24,572	14,774	21,302	22,074	20,994	28,927	14,774
Cons./Spec.	.17	3,256	0	3,256	3,256	3,256	3,346	0	3,346	3,346	3,346
Elem. Principal	46.00	23,146	23,124	23,378	31,409	20,793	24,403	24,472	23,678	32,301	20,793
Sec. Principal	53.00	24,796	24,874	20,706	31,920	20,706	26,278	26,290	25,675	34,496	25,675
Asst. Principal	9.00	21,074	20,822	23,092	24,906	23,092	22,257	22,153	23,092	26,798	23,092
Elem. Teacher	973.94	15,238	15,720	15,143	21,148	2,783	15,297	15,992	15,159	21,232	2,783
Sec. Teacher	936.12	15,920	16,491	15,057	24,879	1,260	16,667	17,493	15,417	26,588	1,260
Librarian	28.83	16,711	17,466	16,685	21,217	7,737	17,080	17,466	17,067	22,386	7,737
Counselor	43.00	19,315	19,431	19,047	23,126	12,725	20,073	20,215	19,747	26,716	12,725
Psychologist	16.25	18,473	18,958	16,896	27,000	11,934	19,452	20,191	17,053	27,000	12,562
Psych. Examiner	0	0	0	0	0	0	0	0	0	0	0
School Nurse	6.38	11,658	0	11,658	18,678	1,025	11,735	0	11,735	18,678	1,139
Social Worker	1.50	12,738	16,486	8,989	16,486	8,989	12,738	16,486	8,989	16,486	8,989
Sp./H. Therapist	24.01	15,258	16,907	14,971	21,097	5,178	15,461	17,332	15,135	21,752	5,178
Head Teacher	3.00	18,852	19,204	18,149	20,165	18,149	19,329	19,602	18,784	20,800	18,784
Dean Boys/Girls	0	0	0	0	0	0	0	0	0	0	0
Business Manager	2.00	21,829	21,829	0	28,233	15,425	21,829	21,829	0	28,233	15,425
Intern	1.00	11,954	0	11,954	11,954	11,954	11,954	0	11,954	11,954	11,954
Media Generalist	15.00	18,103	18,585	17,682	20,793	13,411	18,247	18,703	17,847	21,745	13,411

SCHOOL DISTRICTS WITH MEMBERSHIP OF 500 - 999 STUDENTS

		AVERAGE BASE PAY			SALARY RANGE		AVERAGE BASE PLUS EXTRA PAY			SALARY RANGE	
	FTE	ALL	MEN	WOMEN	HIGH	LOW	ALL	MEN	WOMEN	HIGH	LOW
Superintendent	24.75	$29,395	$29,395	0	$35,763	$18,500	$30,179	$30,179	$ 0	$36,500	$18,500
Asst. Supt.	.00		0	0	0	0	0	0	0	0	0
Director	3.67	11,325	10,141	18,431	27,405	18,431	12,261	10,882	20,538	27,405	20,538
Supv./Coord.	2.25	12,405	16,970	3,275	21,128	3,275	13,617	18,789	3,275	23,998	3,275
Cons./Spec.	2.66	7,742	19,666	5,358	19,666	3,256	7,802	19,666	5,430	19,666	3,346
Elem. Principal	23.00	21,678	21,781	21,187	26,988	17,800	22,369	22,316	22,625	26,988	23,550
Sec. Principal	31.00	23,908	23,892	24,385	30,968	24,385	24,782	24,795	24,385	32,746	24,385
Asst. Principal	.00	0	0	0	0	0	0	0	0	0	0
Elem. Teacher	483.68	14,781	15,140	14,686	23,014	2,361	15,002	15,750	14,805	23,126	2,419
Sec. Teacher	472.29	14,754	15,086	14,200	24,768	2,397	15,711	16,323	14,689	25,773	2,397
Librarian	22.00	16,244	15,344	16,386	20,863	12,765	16,627	16,311	16,677	21,663	12,765
Counselor	24.00	17,625	18,175	15,976	22,469	14,430	18,916	19,688	16,600	26,236	15,230
Psychologist	5.38	12,236	11,003	12,977	24,837	7,430	13,064	12,037	13,680	24,837	7,430
Psych. Examiner	.50	8,500	0	8,500	8,500	8,500	8,500	0	8,500	8,500	8,500
School Nurse	2.84	6,361	0	6,361	17,200	1,025	6,551	0	6,551	17,200	1,139
Social Worker	1.00	15,745	15,745	0	15,745	15,745	19,222	19,222	0	19,222	19,222
Sp./H. Therapist	9.72	10,242	0	10,242	19,583	2,100	10,534	0	10,534	19,583	2,100
Head Teacher	.00	0	0	0	0	0	0	0	0	0	0
Dean Boys/Girls	.00	0	0	0	0	0	0	0	0	0	0
Business Manager	.00	0	0	0	0	0	0	0	0	0	0
Intern	.00	0	0	0	0	0	0	0	0	0	0
Media Generalist	7.80	16,000	16,698	15,901	19,141	10,640	16,702	18,133	16,497	19,941	10,640

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1 - 499 STUDENTS

		AVERAGE BASE PAY			SALARY RANGE		AVERAGE BASE PLUS EXTRA PAY			SALARY RANGE	
	FTE	ALL	MEN	WOMEN	HIGH	LOW	ALL	MEN	WOMEN	HIGH	LOW
Superintendent	34.54	$25,828	$25,828	$ 0	$31,866	$ 4,500	$26,052	$26,052	$ 0	$31,866	$ 4,500
Asst. Supt.	.00	0	0	0	0	0	0	0	0	0	0
Director	3.17	13,409	9,930	16,889	18,720	15,057	13,652	10,416	16,889	18,720	15,057
Supv./Coord.	.00	0	0	0	0	0	0	0	0	0	0
Cons./Spec.	.67	4,584	0	4,584	5,911	3,256	4,629	0	4,629	5,911	3,346
Elem. Principal	12.00	19,941	19,883	20,023	24,264	16,124	20,888	21,391	20,183	24,264	16,424
Sec. Principal	10.00	23,014	23,014	0	28,381	18,800	23,981	23,981	0	28,381	19,400
Asst. Principal	.00	0	0	0	0	0	0	0	0	0	0
Elem. Teacher	309.84	14,261	14,942	14,104	21,040	1,468	14,475	15,588	14,218	22,375	1,468
Sec. Teacher	331.84	14,237	14,542	13,758	23,247	2,679	15,209	15,828	14,236	26,100	2,679
Librarian	14.26	13,787	17,137	13,014	18,720	4,408	13,950	17,683	13,088	18,720	4,408
Counselor	10.40	16,262	16,762	15,263	25,361	5,657	16,754	17,325	15,612	26,151	5,657
Psychologist	1.45	10,207	12,611	5,400	20,524	5,400	10,381	12,872	5,400	20,524	5,400
Psych. Examiner	.00	0	0	0	0	0	0	0	0	0	0
School Nurse	1.18	5,217	0	5,217	7,401	1,025	5,355	0	5,355	7,701	1,139
Social Worker	.00	0	0	0	0	0	0	0	0	0	0
Sp./H. Therapist	1.75	8,550	13,427	6,111	13,427	3,916	8,695	13,427	6,329	13,427	4,351
Head Teacher	2.00	20,997	18,833	23,160	23,160	23,160	22,526	21,891	23,160	23,160	23,160
Dean Boys/Girls	1.00	16,588	16,588	0	16,588	16,588	17,908	17,908	0	17,908	17,908
Business Manager	1.00	10,500	0	10,500	10,500	10,500	10,500	0	10,500	10,500	10,500
Intern	1.00	21,000	21,000	0	21,000	21,000	22,244	22,244	0	22,244	22,244
Media Generalist	2.75	14,322	16,352	13,307	17,760	8,854	14,322	16,352	13,307	17,760	8,854

ESTIMATED AVERAGE PER CHILD SALARY EXPENDITURE FOR FOUR ACTIVITY CATEGORIES FOR FIVE SCHOOL DISTRICT STUDENT MEMBERSHIP GROUPS

Estimated average per child salary expenditure is calculated by dividing the total average salary in each activity category by the total student membership in each size classification. The total average salary has been calculated by multiplying the ACTUAL number of employees by the total average salary for the activity category. The total average salary includes base salary and extra pay.

	DIST. ADMIN.	SCHOOL ADMIN.	STUDENT SERVICES	INSTRUCTION	ALL PROF. ACTIVITIES
Over 5,000	$43	$63	$68	$799	$973
2,500 - 4,999	$42	$65	$61	$820	$988
1,000 - 2,499	$32	$70	$64	$789	$955
500 - 999	$50	$68	$68	$826	$1,012
Under 500	$104	$55	$57	$1,032	$1,248

PART TWO - NONCERTIFICATED STAFF

Employees working in the positions reported in this section may or may not hold teaching certificates. The important distinction between these employees and those reported in the section on professional staff is that here the position does not require the employee to be a certified teacher.

As indicated in the introduction, employees serving in two or more non-certificated positions are counted in each activity that is performed. This method of counting gives an accurate picture of the actual number of employees performing in each job classification. However, it produces an inflated total count of non-certificated personnel serving schools in all capacities.

The Full Time Equivalency (FTE) counts for each job classification shown in the table that follows reflect the percentage of full time that is spent performing that particular activity. Full Time Equivalency is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, which is the number of working hours in a year.

ACTUAL NUMBER AND FULL TIME EQUIVALENT OF EMPLOYEES HOLDING NON-CERTIFICATED POSITIONS BY SEX IN 24 ACTIVITY GROUPS

	ACTUAL NUMBER	F.T.E.	ACTUAL NUMBER MEN	F.T.E. MEN	ACTUAL NUMBER WOMEN	F.T.E. WOMEN
Professional Services	20	12.6	8	5.2	12	7.4
Nurse	12	5.3	0	0.0	12	5.3
Social Worker	2	.6	1	0.5	1	0.1
Special Project Personnel	140	81.6	19	10.0	121	71.6
Clerk-Board of Trustees	94	45.6	10	4.4	84	41.2
Business Manager	27	15.7	10	8.6	17	7.1
Public Information	4	2.6	0	0.0	4	2.6
Office Clerical-District	279	223.6	4	3.4	275	220.2
Office Clerical-Elem.	288	166.3	0	0.0	288	166.3
Office Clerical-Sec.	340	226.3	1	0.8	339	225.5
Teacher Aide	1,558	787.9	30	16.3	1,528	771.6
Library Aide	223	121.8	3	0.9	220	120.9
Technical Services	18	16.2	18	16.2	0	0.0
Maintenance Supervisor	70	65.3	69	65.2	1	0.1
Maintenance Worker	304	261.9	297	256.9	7	5.0
Janitor, Custodian	1,231	997.0	863	748.5	368	248.5
Transportation Supervisor	52	41.2	50	40.0	2	1.2
Vehicle Operator	1,176	319.7	546	146.9	630	172.8
Attendance Officer	11	6.5	4	2.7	7	3.8
Other	122	73.0	41	34.7	81	38.3
Food Service-Supervisor	71	46.8	3	1.6	68	45.2
Food Service-Manager	211	107.5	0	0.0	211	107.5
Food Service-Cook	898	389.1	2	0.5	896	388.6
Food Service-Other	324	108.7	11	4.3	313	104.4
ALL ACTIVITIES COMBINED	7,475*	4,122.8	1,990*	1,367.6	5,485*	2,755.2

*This is not an actual total head count of employees. Employees who perform two or more activities have been counted as one employee in each activity that is performed.

SALARY
NON-CERTIFICATED STAFF

The Average Annual Salary is calculated by dividing the total annual salary paid to employees within the category by the ACTUAL number of employees in the category.

$$\text{AVERAGE ANNUAL SALARY in the activity group} = \frac{\text{Total actual annual salary rounded for all employees in activity group}}{\text{Total ACTUAL number of employees in the activity group}}$$

The Average Hourly Pay Rate in each category is calculated by dividing the total hourly pay rate for all employees in the category by the ACTUAL number of employees in the category.

$$\text{AVERAGE HOURLY PAY RATE in the activity group} = \frac{\text{Total actual hourly pay rate rounded for all employees in activity group}}{\text{Total ACTUAL number of employees in the activity group}}$$

AVERAGE ANNUAL SALARY, AVERAGE HOURLY PAY RATE, AND ACTUAL NUMBER OF NON-CERTIFICATED EMPLOYEES BY SEX IN 24 ACTIVITY GROUPS

STATEWIDE

	EMPLOYEES			AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Professional Services	20	8	12	$14,281	$19,854	$10,566	$12.81	$19.93	$ 8.06
Nurse	12	0	12	6,377	0	6,377	6.41	.00	6.41
Social Worker	2	1	1	4,302	7,020	1,584	5.55	6.70	4.40
Special Project Personnel	140	19	121	7,168	9,362	6,823	5.54	7.64	5.21
Clerk-Board of Trustees	94	10	84	7,681	8,489	7,585	7.36	11.22	6.90
Business Manager	27	10	17	11,810	22,729	5,388	7.34	11.58	4.85
Public Information	4	0	4	9,686	0	9,686	6.48	.00	6.48
Office Clerical-District	279	4	275	9,664	9,229	9,670	5.53	4.83	5.54
Office Clerical-Elem.	288	0	288	6,790	0	6,790	5.09	.00	5.09
Office Clerical-Sec.	340	1	339	8,018	8,372	8,017	5.28	4.60	5.28
Teacher Aide	1,558	30	1,528	4,712	4,891	4,709	4.13	4.09	4.14
Library Aide	223	3	220	5,540	5,524	5,540	4.52	7.30	4.48
Technical Services	18	18	0	13,628	13,628	0	7.48	7.48	.00
Maintenance Supervisor	70	69	1	15,728	15,943	1,650	7.95	7.97	6.60
Maintenance Worker	304	297	7	11,978	12,064	8,310	6.55	6.58	5.14
Janitor, Custodian	1,231	863	368	9,036	9,731	7,407	5.14	5.24	4.90
Transportation Supervisor	52	50	2	13,727	13,848	10,692	7.86	7.92	6.35
Vehicle Operator	1,176	546	630	3,733	3,750	3,719	5.64	5.82	5.48
Attendance Officer	11	4	7	9,213	14,595	6,138	6.68	9.65	4.99
Other	122	41	81	7,979	12,733	5,573	5.63	7.04	4.92
Food Service-Supervisor	71	3	68	9,149	9,845	9,119	6.13	7.87	6.06
Food Service-Manager	211	0	211	5,734	0	5,734	5.03	.00	5.03
Food Service-Cook	898	2	896	4,251	3,036	4,254	4.24	4.35	4.24
Food Service-Other	324	11	313	3,401	4,680	3,356	4.12	4.96	4.09
ALL ACTIVITIES COMBINED	7,475	1,990	5,485	6,352	8,843	5,448	5.05	5.96	4.72

SCHOOL DISTRICTS WITH MEMBERSHIP OF 5,000 OR MORE STUDENTS

	EMPLOYEES			AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Professional Services	14	6	8	$16,063	$23,185	$10,721	$10.22	$13.23	$ 7.96
Nurse	3	0	3	10,418	0	10,418	7.33	.00	7.33
Social Worker	1	1	0	7,020	7,020	0	6.70	6.70	.00
Special Project Personnel	101	8	93	7,064	12,918	6,560	5.16	7.68	4.95
Clerk-Board of Trustees	4	0	4	16,493	0	16,493	8.58	.00	8.58
Business Manager	9	3	6	8,318	19,814	2,570	5.93	10.47	3.67
Public Information	3	0	3	7,826	0	7,826	6.20	.00	6.20
Office Clerical-District	131	4	127	10,100	9,229	10,128	5.34	4.83	5.35
Office Clerical-Elem.	113	0	113	7,131	0	7,131	4.98	.00	4.98
Office Clerical-Sec.	151	0	151	8,100	0	8,100	5.16	.00	5.16
Teacher Aide	573	11	562	4,690	5,196	4,680	3.94	3.78	3.94
Library Aide	112	0	112	5,899	0	5,899	4.44	.00	4.44
Technical Services	10	10	0	15,299	15,299	0	7.32	7.32	.00
Maintenance Supervisor	15	15	0	19,922	19,922	0	9.75	9.75	.00
Maintenance Worker	145	145	0	13,225	13,225	0	6.56	6.56	.00
Janitor, Custodian	512	413	99	9,904	9,915	9,859	5.08	5.05	5.22
Transportation Supervisor	12	11	1	12,243	11,598	19,344	6.93	6.72	9.30
Vehicle Operator	244	101	143	4,780	4,755	4,798	5.36	5.28	5.41
Attendance Officer	5	3	2	12,314	15,994	6,795	8.74	10.47	6.15
Other	67	29	38	9,087	14,778	4,744	5.99	7.65	4.73
Food Service-Supervisor	7	1	6	16,518	13,534	17,016	9.04	7.60	9.28
Food Service-Manager	108	0	108	5,819	0	5,819	5.17	.00	5.17
Food Service-Cook	230	0	230	4,707	0	4,707	4.49	.00	4.49
Food Service-Other	218	4	214	3,534	5,348	3,500	4.10	4.73	4.09
ALL ACTIVITIES COMBINED	2,788	765	2,023	7,124	10,440	5,870	4.93	5.73	4.63

SCHOOL DISTRICTS WITH MEMBERSHIP OF 2,500 - 4,999 STUDENTS

	EMPLOYEES			AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Professional Services	4	1	3	$12,466	$13,000	$12,288	$18.40	$50.00	$ 7.87
Nurse	3	0	3	4,502	0	4,502	4.67	.00	4.67
Social Worker	1	0	1	1,584	0	1,584	4.40	.00	4.40
Special Project Personnel	21	4	17	9,522	15,769	8,053	6.79	10.13	6.00
Clerk-Board of Trustees	9	2	7	12,982	14,203	12,633	8.82	10.60	8.31
Business Manager	6	4	2	17,782	25,695	1,958	9.85	12.90	3.75
Public Information	0	0	0	0	0	0	.00	.00	.00
Office Clerical-District	52	0	52	11,032	0	11,032	6.06	.00	6.06
Office Clerical-Elem.	84	0	84	6,905	0	6,905	5.64	.00	5.64
Office Clerical-Sec.	70	0	70	8,395	0	8,395	5.59	.00	5.59
Teacher Aide	344	12	332	4,973	4,890	4,976	4.36	4.32	4.36
Library Aide	47	0	47	4,933	0	4,933	4.64	.00	4.64
Technical Services	6	6	0	14,453	14,453	0	6.90	6.90	.00
Maintenance Supervisor	14	14	0	17,815	17,815	0	8.33	8.33	.00
Maintenance Worker	70	65	5	13,080	13,369	9,321	6.49	6.55	5.70
Janitor, Custodian	280	176	104	9,185	10,099	7,640	5.08	5.24	4.82
Transportation Supervisor	11	11	0	17,658	17,658	0	9.66	9.66	.00
Vehicle Operator	322	134	188	3,518	3,572	3,480	5.32	5.69	5.05
Attendance Officer	4	0	4	6,198	0	6,198	4.83	.00	4.83
Other	22	3	19	7,570	11,280	6,984	5.17	6.03	5.04
Food Service-Supervisor	13	0	13	10,888	0	10,888	6.69	.00	6.69
Food Service-Manager	45	0	45	6,062	0	6,062	5.30	.00	5.30
Food Service-Cook	285	2	283	3,983	3,036	3,990	4.17	4.35	4.17
Food Service-Other	44	6	38	2,966	4,955	2,652	4.22	5.12	4.08
ALL ACTIVITIES COMBINED	1,757	440	1,317	6,371	9,070	5,470	5.10	6.02	4.79

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1,000 - 2,499 STUDENTS

	EMPLOYEES			AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Professional Services	1	0	1	$ 4,159	$ 0	$ 4,159	$ 9.40	$ .00	$ 9.40
Nurse	2	0	2	5,949	0	5,949	6.35	.00	6.35
Social Worker	0	0	0	0	0	0	.00	.00	.00
Special Project Personnel	5	1	4	5,812	244	7,205	6.54	6.40	6.58
Clerk-Board of Trustees	16	2	14	12,239	16,178	11,677	8.08	9.50	7.87
Business Manager	5	1	4	15,571	28,995	12,215	8.86	13.90	7.60
Public Information	1	0	1	15,267	0	15,267	7.30	.00	7.30
Office Clerical-District	39	0	39	8,784	0	8,784	5.21	.00	5.21
Office Clerical-Elem.	55	0	55	6,561	0	6,561	4.77	.00	4.77
Office Clerical-Sec.	73	0	73	8,350	0	8,350	5.56	.00	5.56
Teacher Aide	319	1	318	4,979	5,545	4,977	4.16	3.80	4.16
Library Aide	33	1	32	5,865	3,697	5,933	4.67	4.70	4.67
Technical Services	2	2	0	2,800	2,800	0	10.00	10.00	.00
Maintenance Supervisor	18	18	0	15,700	15,700	0	7.87	7.87	.00
Maintenance Worker	43	42	1	9,896	9,956	7,400	6.87	6.91	5.00
Janitor, Custodian	243	152	91	8,021	9,451	5,632	5.27	5.58	4.76
Transportation Supervisor	14	14	0	16,163	16,163	0	8.30	8.30	.00
Vehicle Operator	314	152	162	3,608	3,822	3,408	5.86	5.98	5.75
Attendance Officer	0	0	0	0	0	0	.00	.00	.00
Other	18	4	14	6,720	9,084	6,045	5.32	6.00	5.12
Food Service-Supervisor	22	2	20	9,041	8,000	9,145	5.88	8.00	5.67
Food Service-Manager	37	0	37	5,417	0	5,417	4.54	.00	4.54
Food Service-Cook	209	0	209	4,104	0	4,104	4.07	.00	4.07
Food Service-Other	25	1	24	3,719	360	3,859	4.22	5.00	4.19
ALL ACTIVITIES COMBINED	1,494	393	1,101	5,972	7,821	5,312	5.11	6.15	4.73

SCHOOL DISTRICTS WITH MEMBERSHIP OF 500 - 999 STUDENTS

	EMPLOYEES			AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Professional Services	0	0	0	$ 0	$ 0	$ 0	$ .00	$ .00	$ .00
Nurse	3	0	3	6,420	0	6,420	7.37	.00	7.37
Social Worker	0	0	0	0	0	0	.00	.00	.00
Special Project Personnel	8	4	4	3,903	244	7,563	5.79	6.40	5.18
Clerk-Board of Trustees	25	2	23	5,958	5,509	5,998	7.20	4.60	7.43
Business Manager	1	1	0	20,894	20,894	0	11.40	11.40	.00
Public Information	0	0	0	0	0	0	.00	.00	.00
Office Clerical-District	28	0	28	8,020	0	8,020	6.06	.00	6.06
Office Clerical-Elem.	22	0	22	6,243	0	6,243	4.63	.00	4.63
Office Clerical-Sec.	36	1	35	6,737	8,372	6,690	4.76	4.60	4.76
Teacher Aide	212	3	209	4,210	5,061	4,198	4.16	3.97	4.16
Library Aide	20	0	20	5,033	0	5,033	4.31	.00	4.31
Technical Services	0	0	0	0	0	0	.00	.00	.00
Maintenance Supervisor	15	15	0	13,290	13,290	0	6.67	6.67	.00
Maintenance Worker	24	23	1	9,428	9,657	4,160	6.20	6.36	2.50
Janitor, Custodian	116	72	44	7,904	9,022	6,076	5.26	5.54	4.80
Transportation Supervisor	11	11	0	11,475	11,475	0	7.25	7.25	.00
Vehicle Operator	177	89	88	3,272	3,258	3,287	5.88	5.88	5.88
Attendance Officer	2	1	1	7,490	10,397	4,583	5.25	7.20	3.30
Other	12	4	8	5,465	5,277	5,559	4.67	3.58	5.21
Food Service-Supervisor	19	0	19	6,531	0	6,531	5.45	.00	5.45
Food Service-Manager	10	0	10	4,440	0	4,440	4.32	.00	4.32
Food Service-Cook	109	0	109	4,086	0	4,086	4.16	.00	4.16
Food Service-Other	18	0	18	3,342	0	3,342	4.13	.00	4.13
ALL ACTIVITIES COMBINED	868	226	642	5,323	6,970	4,744	5.06	5.90	4.76

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1 - 499 STUDENTS

	EMPLOYEES			AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Professional Services	1	1	0	$ 6,720	$ 6,720	$ 0	$ 30.00	$30.00	$ .00
Nurse	1	0	1	610	0	610	6.10	.00	6.10
Social Worker	0	0	0	0	0	0	.00	.00	.00
Special Project Personnel	5	2	3	5,965	5,114	6,533	6.48	5.60	7.07
Clerk-Board of Trustees	40	4	36	4,860	3,277	5,036	6.72	15.70	5.72
Business Manager	6	1	5	6,430	15,180	4,679	5.00	7.50	4.50
Public Information	0	0	0	0	0	0	.00	.00	.00
Office Clerical-District	29	0	29	8,005	0	8,005	5.42	.00	5.42
Office Clerical-Elem.	14	0	14	5,112	0	5,112	4.56	.00	4.56
Office Clerical-Sec.	10	0	10	6,340	0	6,340	4.73	.00	4.73
Teacher Aide	110	3	107	4,208	3,390	4,230	4.35	4.50	4.35
Library Aide	11	2	9	4,422	6,438	3,975	4.86	8.60	4.03
Technical Services	0	0	0	0	0	0	.00	.00	.00
Maintenance Supervisor	8	7	1	8,936	9,977	1,650	6.49	6.47	6.60
Maintenance Worker	22	22	0	7,099	7,099	0	6.46	6.46	.00
Janitor, Custodian	80	50	30	7,682	8,787	5,840	5.18	5.48	4.68
Transportation Supervisor	4	3	1	5,032	6,029	2,040	5.83	6.63	3.40
Vehicle Operator	119	70	49	3,182	3,106	3,291	6.12	6.42	5.70
Attendance Officer	0	0	0	0	0	0	.00	.00	.00
Other	3	1	2	3,836	2,192	4,658	6.67	10.50	4.75
Food Service-Supervisor	10	0	10	6,943	0	6,943	5.24	.00	5.24
Food Service-Manager	11	0	11	5,796	0	5,796	4.85	.00	4.85
Food Service-Cook	65	0	65	4,563	0	4,563	4.31	.00	4.31
Food Service-Other	19	0	19	2,521	0	2,521	3.96	.00	3.96
ALL ACTIVITIES COMBINED	568	166	402	5,069	5,851	4,745	5.30	6.53	4.79

Federal law prohibits discrimination on the basis of race, color, religion, sex, national origin, age, or handicap in any educational programs or activities receiving federal financial assistance. (Title VI and VII of the Civil Rights Act of 1964; Title IX of the Educational Amendments of 1972; and Section 504 of the Rehabilitation Act of 1973)

It is the policy of the Idaho State Department of Education not to discriminate in any educational programs or activities or in employment practices.

Inquiries regarding compliance with this nondiscriminatory policy may be directed to Jerry L. Evans, State Superintendent of Public Instruction, Len B. Jordan Building, Boise, Idaho 83720, (208) 334-3301, or to the Director of the Office for Civil Rights, Department of Education, Washington, D.C.

8/3/83 S2225-3(a) A

ANNUAL

STATISTICAL REPORT

PUBLIC SCHOOL

CERTIFIED PERSONNEL

AND

EMPLOYEES IN

NON-CERTIFIED

POSITIONS

1982-83

JERRY L. EVANS
STATE SUPERINTENDENT OF PUBLIC INSTRUCTION

BOISE, IDAHO

1982 - 83 STATISTICAL REPORT

PUBLIC SCHOOL CERTIFIED PERSONNEL AND EMPLOYEES IN NON-CERTIFIED POSITIONS

TABLE OF CONTENTS

INTRODUCTION.....i-iv

SCHOOL DISTRICT MEMBERSHIP GROUPS.....1-4

CERTIFIED STAFF

NUMBER OF CERTIFIED EMPLOYEES.....5-6

SALARY.....7-10

EXPERIENCE.....11

AGE.....11-12

EDUCATIONAL ATTAINMENT.....12-13

SOURCE OF EDUCATION.....14

TURNOVER.....14

NON-CERTIFIED STAFF

NUMBER OF NON-CERTIFIED EMPLOYEES.....15

SALARY.....16-19

INTRODUCTION

PURPOSE -- This statistical report is designed to provide citizens who affect public education in Idaho -- elected officials, professional educators, and the general public -- with some information upon which decisions about educational policy may be based.

SOURCE OF INFORMATION -- The personnel information upon which this report is based was submitted by the individual school districts in the fall of 1982. Data about school district personnel, both certified and non-certified employees, is supplied to the State Department of Education by means of the Personnel Reporting System forms. Once received, the Office of Management Information, with the assistance of the Statewide Educational Planning and Reporting System (SEPARS), processes this data to generate the statistics published in this report.

GROUPING OF SCHOOL DISTRICTS BY STUDENT MEMBERSHIP -- In many places in this report statistics are reported for school districts grouped according to their student membership. This information was drawn from the enrollment reports submitted by school districts as of October 1, 1982. District student membership is defined as the total student enrollment for the district less the total student withdrawal as of the above date. (Note: student membership figures are different from the enrollments in the Department of Education's annual Fall Enrollment Report.) The five membership groups are: districts with over 5,000 students, 2,500 - 4,999 students, 1,000 - 2,499 students, 500 - 999 students, and 1 - 499 students. See page 1 of this report for a list of the school districts within each enrollment size category.

CERTIFIED JOB CLASSIFICATIONS AND ACTIVITY GROUPINGS -- Activities of certified employees are classified into 22 basic categories. These categories, the abbreviations used in the statistical tables, and, in some cases, definitions of the categories are listed below:

Superintendent
Assistant Superintendent -- Asst. Supt.
Director -- Administrator of a District-wide educational program
Supervisor/Coordinator -- Supv./Coord. -- Educator with responsibility for teachers or courses in a specified subject or service area.
Consultant/Specialist -- Cons./Spec. -- Educator employed and qualified to provide educational advice and service in a school district.
Elementary Principal -- Elem. Principal
Secondary Principal -- Sec. Principal
Assistant Principal -- Asst. Principal
Elementary Teacher -- Elem. Teacher -- Certified teacher who works primarily with student in grades K-6.
Secondary Teacher -- Sec. Teacher -- Certified teacher who works primarily with students in grades 7-12.
Librarian
Counselor
School Psychologist -- Psychologist
Psychological Examiner -- Psych. Examiner
School Nurse
School Social Worker -- Social Worker
Speech and Hearing Therapist -- Sp./H. Therapist
Head Teacher
Dean of Boys/Dean of Girls -- Dean Boys/Girls
Business Manager
Intern (Teacher/Administrator)
Media Generalist

For clarity of tabular presentation, these 22 categories have been grouped in many places in this report. The activity groups and the abbreviations used in the tables are listed below:

Grouping into 11 activity groups:

1. Superintendents: Superintendents only
2. Other Dist. Adm. - Other District-wide Administration: Assistant Superintendents, Directors, and Business Managers
3. Cur./Prog. Serv. - Curriculum/Program Services: Supervisors/Coordinators and Consultants/Specialists
4. Sec. Principals, Secondary Principals: Secondary Principals only
5. Elem. Principals, Elementary Principals: Elementary Principals and Head Teachers
6. Asst. Principals, Assistant Principals. Assistant Principals only
7. Media Services: Librarians and Media Generalists

8. Guid. Services, Student Guidance Services: Counselors, School Psychologists, Psychological Examiners, School Social Workers, and Deans
9. Health Services, Student Health Services: School Nurses and Speech and Hearing Therapists
10. Sec. Teachers, Secondary Teachers: Secondary Teachers only
11. Elem. Teachers, Elementary Teachers: Elementary Teachers only

Grouping into 4 activity groups:

1. District-wide Administration:

   Superintendents
   Assistant Superintendents
   Directors
   Supervisors/Coordinators
   Consultants/Specialists
   Business Managers

2. School Administration

   Elementary Principals
   Head Teachers
   Secondary Principals
   Assistant Principals

3. Student Services:

   Librarians
   Media Generalists
   Counselors
   School Psychologists
   Psychological Examiners
   School Nurses
   School Social Workers
   Speech and Hearing Therapists
   Deans

4. Instructional Services:

   Elementary Teachers
   Secondary Teachers

NOTE: Both groupings by eleven activity groups and by four activity groups exclude Interns.

CATEGORIZATION OF PERSONNEL -- In any table in the certified employee section of this report each employee is counted once. Certified employees who were reported by the school districts as performing 2 or more activities have been counted in the activity that appears highest on the list of 22 job classifications. For example, a person employed as both a teacher and a counselor will be counted as a teacher because this activity appears highest on the list of job classifications.

Non-certified employees who are engaged in 2 or more activities have been counted as one employee in each job classification that is performed. Hence, the "actual" non-certified employee count is not a head count of total employees, but rather a count of the number of employees who perform each activity.

An employee who is engaged in both certified and non-certified activities has been counted once as a certified employee and once as a non-certified employee. For example, a teacher who also drives a school bus has been counted as a teacher in the certified section and as a vehicle operator in the non-certified section.

SCHOOL DISTRICT MEMBERSHIP GROUPS

The following table lists the 5 membership groups with districts listed in sequence by membership size. In addition, the number of full-time equivalent teachers and the student/teacher (FTE) ratio is shown for each district.

DISTRICTS WITH OVER 5,000 STUDENTS (8 DISTRICTS, TOTAL MEMBERSHIP -- 81,099)

	DIST. #	DISTRICT NAME	MEMBERSHIP	NUMBER OF TEACHERS (FTE)	STUDENT/TEACHER (FTE) RATIO
1.	001	Boise Ind.	21,218	1030.1	20.6
2.	025	Pocatello	12,428	556.8	22.3
3.	002	Meridian	12,024	548.5	21.9
4.	091	Idaho Falls	8,725	391.0	22.3
5.	131	Nampa	6,880	318.0	21.6
6.	271	Coeur d'Alene	6,861	304.0	22.6
7.	411	Twin Falls	6,588	289.1	22.8
8.	093	East Bonneville	6,375	266.4	23.9
DISTRICTS WITH 2,500 - 4,999 STUDENTS (13 DISTRICTS, TOTAL MEMBERSHIP -- 49,644)					
9.	151	Cassia	4,947	224.4	22.0
10.	1 Ind.	Lewiston	4,930	219.1	22.5
11.	082	Bonner	4,884	250.2	19.5
12.	331	Minidoka	4,550	215.6	21.1
13.	055	Blackfoot	4,401	214.0	20.6
14.	132	Caldwell	4,045	187.2	21.6
15.	251	Jefferson	3,945	173.5	22.7
16.	193	Mountain Home	3,730	187.1	19.9
17.	321	Madison	3,446	132.1	26.0
18.	273	Post Falls	3,022	141.1	21.4
19.	215	Fremont	2,683	121.0	22.1
20.	261	Jerome	2,541	117.4	21.6
21.	281	Moscow	2,520	136.4	18.5
DISTRICTS WITH 1,000 - 2,499 STUDENTS (28 DISTRICTS, TOTAL MEMBERSHIP -- 46,308)					
22.	221	Emmett	2,410	111.2	21.7
23.	391	Kellogg	2,409	131.0	18.4
24.	052	Snake River	2,163	97.0	22.3
25.	171	Orofino	2,135	120.0	17.8
26.	139	Canyon	2,047	103.0	19.9

DISTRICTS WITH 1,000 - 2,499 STUDENTS CONTINUED

	DIST. #	DISTRICT NAME	MEMBERSHIP	NUMBER OF TEACHERS (FTE)	STUDENT/TEACHER (FTE) RATIO
27.	241	Grangeville	2,009	111.8	18.0
28.	201	Preston	2,017	86.0	23.5
29.	272	Lakeland	1,960	87.2	22.5
30.	060	Shelley	1,941	86.0	22.6
31.	061	Blaine	1,860	102.0	18.2
32.	003	Kuna	1,811	83.5	21.7
33.	033	Bear Lake	1,764	78.7	22.4
34.	134	Middleton	1,705	72.9	23.4
35.	021	Marsh Valley	1,657	80.1	20.7
36.	381	American Falls	1,622	78.5	20.7
37.	431	Weiser	1,582	73.9	21.4
38.	291	Salmon	1,532	72.2	21.2
39.	371	Payette	1,531	73.9	20.7
40.	412	Buhl	1,527	76.5	20.0
41.	041	St. Maries	1,408	71.0	19.8
42.	101	Boundary	1,406	71.9	19.6
43.	393	Wallace	1,305	79.6	16.4
44.	150	Soda Springs	1,203	57.1	21.1
45.	231	Gooding	1,156	56.7	20.4
46.	373	Fruitland	1,027	53.7	19.1
47.	413	Filer	1,078	56.0	19.3
48.	322	Sugar-Salem	1,041	42.5	24.5
49.	421	McCall-Donnelly	1,002	50.0	20.0
DISTRICTS WITH 500 - 999 STUDENTS (23 DISTRICTS, TOTAL MEMBERSHIP -- 17,111)					
50.	181	Challis	967	42.6	22.7
51.	059	Firth	962	47.0	20.5
52.	137	Parma	956	47.5	20.1
53.	370	Homedale	947	42.0	22.5
54.	232	Wendell	890	45.0	19.8
55.	414	Kimberly	867	44.5	19.5
56.	351	Oneida Co.	859	42.1	20.4
57.	058	Aberdeen	842	42.5	19.8

DISTRICTS WITH 500 - 999 STUDENTS CONTINUED

	DIST. #	DISTRICT NAME	MEMBERSHIP	NUMBER OF TEACHERS (FTE)	STUDENT/TEACHER (FTE) RATIO
58.	111	Arco	842	43.6	19.3
59.	401	Teton Co.	789	35.0	22.5
60.	148	Grace	787	35.0	22.5
61.	372	New Plymouth	749	37.0	20.2
62.	284	Whitepine	728	43.8	16.6
63.	304	Kamiah	689	35.3	19.5
64.	262	Valley	660	32.0	20.6
65.	192	Glenns Ferry	643	37.5	17.1
66.	242	Cottonwood	582	35.0	16.6
67.	341	Lapwai	577	37.6	15.3
68.	252	Ririe	573	28.6	20.0
69.	363	Marsing	569	36.4	15.6
70.	285	Potlatch	567	33.3	17.0
71.	133	Wilder	545	29.5	18.5
72.	202	West Side	521	28.0	18.6
DISTRICTS WITH UNDER 500 STUDENTS (43 DISTRICTS, TOTAL MEMBERSHIP -- 9,765)					
73.	365	Bruneau-Grandview	492	24.8	19.8
74.	136	Melba	460	23.5	19.6
75.	013	Council	428	26.1	16.4
76.	312	Shoshone	406	24.9	16.3
77.	042	Western Benewah	366	22.5	16.3
78.	415	Hansen	363	19.6	18.5
79.	233	Hagerman	357	18.5	19.3
80.	283	Kendrick	356	20.5	17.4
81.	135	Notus	341	18.1	18.8
82.	392	Mullan	340	26.0	13.0
83.	274	Kootenai	334	21.0	15.9
84.	422	Cascade	334	17.0	19.6
85.	282	Genesee	329	19.5	16.9
86.	182	Mackay	327	18.0	18.1
87.	305	Highland	309	17.0	18.2
88.	417	Castleford	306	19.5	15.7
89.	343	Tammany	291	14.9	19.5

DISTRICTS WITH UNDER 500 STUDENTS CONTINUED

	DIST. #	DISTRICT NAME	MEMBERSHIP	NUMBER OF TEACHERS (FTE)	STUDENT/TEACHER (FTE) RATIO
90.	149	North Gem	278	16.5	16.8
91.	432	Cambridge	254	16.6	15.3
92.	418	Murtaugh	231	16.5	14.0
93.	073	Horseshoe Bend	208	14.0	14.9
94.	316	Richfield	206	15.5	13.3
95.	382	Rockland	190	11.5	16.5
96.	121	Camas County	187	15.5	12.1
97.	161	Clark County	176	13.0	13.5
98.	071	Garden Valley	175	15.0	11.7
99.	342	Culdesac	175	13.0	13.5
100.	302	Nezperce	173	13.5	12.8
101.	011	Meadows Valley	168	12.0	14.0
102.	072	Basin	164	9.0	18.2
103.	275	Worley	147	15.0	9.8
104.	433	Midvale	131	11.6	11.3
105.	234	Bliss	128	11.2	11.4
106.	314	Dietrich	125	8.5	14.7
107.	292	South Lemhi	117	14.0	8.4
108.	138	Scism	96	5.5	17.5
109.	172	Elk River	76	10.0	7.6
110.	092	Swan Valley	70	3.0	23.3
111.	394	Avery	68	5.0	13.6
112.	364	Pleasant Valley	41	2.0	20.5
113.	383	Arbon	21	2.0	10.5
114.	191	Prairie	11	1.0	11.0
115.	416	Three Creek	10	1.0	10.0

SUMMARY

	STATEWIDE	DIST. WITH 5,000 + STUDENTS	DIST. WITH 2,500-4,999 STUDENTS	DIST. WITH 1,000-2,499 STUDENTS	DIST. WITH 500-999 STUDENTS	DIST. WITH 1-499 STUDENTS
MEMBERSHIP	203,927	81,099	49,644	46,308	17,111	9,765
STUDENT/TEACHER RATIO	20.8	21.9	21.4	20.5	19.4	15.7

These ratios are computed on the basis of the October 1st student membership (i.e. enrollment with withdrawals deducted). On this basis the statewide student membership, for example, is 203,927 pupils. Enrollment for the same period without deduction of withdrawals is more than 205,800 pupils. The counts of teachers used in computing these ratios are full-time equivalence (FTE) counts (i.e. the percentage of full-time worked by each employee). Ratios based upon the larger enrollments and actual teacher counts would vary accordingly.

CERTIFIED STAFF

NUMBER OF CERTIFIED EMPLOYEES

Professional educators are employed primarily in the classroom. Currently, 86.2% are teachers, 3.0% are involved in district administration, 4.5% in school administration, and 6.3% in student services.

The tables below report the numbers and percentages of men and women employed in various certified activities in Idaho public schools. The certified staff counts shown represent actual numbers of employees, regardless of the percentage of full-time worked by the employee. Thus, even though a teacher may work only three days a week for a district, he or she is counted as one employee. As indicated in the introduction, certified staff members who are engaged in two or more activities are counted only in the category which appears highest on this list of activities.

NUMBER AND PERCENTAGE OF CERTIFIED EMPLOYEES BY SEX FOR 22 ACTIVITY GROUPS

STATEWIDE

	TOTAL # IN CLASS	# MEN IN CLASS	# WOMEN IN CLASS	% MEN IN CLASS	% WOMEN IN CLASS	CLASS AS A % OF ALL CERT. EMPLOYEES
Superintendents	108	107	1	99%	1%	.9%
Asst. Supt.	25	25	0	100%	0%	.2%
Director	76	63	13	83%	17%	.7%
Supv./Coord.	67	36	31	54%	46%	.6%
Cons./Spec.	57	17	40	30%	70%	.5%
Elem. Principal	250	204	46	82%	18%	2.1%
Sec. Principal	168	162	6	96%	4%	1.4%
Asst. Principal	88	79	9	90%	10%	.8%
Elem. Teacher	5,210	802	4,408	15%	85%	44.7%
Sec. Teacher	4,845	2,772	2,073	57%	43%	41.5%
Librarian	121	18	103	15%	85%	1.0%
Counselor	254	153	101	60%	40%	2.2%
Psychologist	94	61	33	65%	35%	.8%
Psych. Examiner	3	2	1	67%	33%	.03%
School Nurse	57	0	57	0%	100%	.5%
Social Worker	19	11	8	58%	42%	.2%
Sp./H. Therapist	130	19	111	15%	85%	1.1%
Head Teacher	14	7	7	50%	50%	.1%
Dean Boys/Girls	4	4	0	100%	0%	.03%
Business Manager	10	9	1	90%	10%	.09%
Intern	11	3	8	27%	73%	.09%
Media Generalist	54	16	38	30%	70%	.5%
All Cert. Employees	11,665	4,570	7,095	39%	61%	100.0%

Columns 4 and 5 in the table, % of Men in Class and % of Women in Class, are calculated as follows:

% of Men in Class = # Men in Class (column 2) divided by Total # in Class (column 1).

% of Women in Class = # Women in Class (column 3) divided by Total # in Class (column 1).

Column 6, Class as a % of All Certified Employees is calculated as follows:

Class as a % of All Certified Employees = Total # in Class (column 1) divided by Number of Certified Employees in the State (i.e. 11,665 for 1982-83).

NUMBER AND PERCENTAGE OF CERTIFIED EMPLOYEES FOR ELEVEN ACTIVITY GROUPS
IN FIVE SCHOOL DISTRICT STUDENT MEMBERSHIP GROUPS

	DISTRICTS WITH 5,000 + STUDENTS (8 DISTRICTS)		DISTRICTS WITH 2,500 - 4,999 STUDENTS (13 DISTRICTS)		DISTRICTS WITH 1,000 - 2,499 STUDENTS (28 DISTRICTS)	
	# IN ACT. GRP.	ACT. GRP. AS A % OF CERTIFIED EMPLOYEES	# IN ACT. GRP.	ACT. GRP. AS A % OF CERTIFIED EMPLOYEES	# IN ACT. GRP.	ACT. GRP. AS A % OF CERTIFIED EMPLOYEES
Superintendents	8	0.2%	13	0.5%	28	1.0
Other Dist. Adm.	41	0.9%	36	1.3%	22	0.8
Cur./Prog. Serv.	72	1.6%	31	1.1%	11	0.4
Sec. Principals	36	0.8%	39	1.4%	53	2.0
Elem. Principals	97	2.2%	68	2.5%	62	2.3
Asst. Principals	51	1.2%	18	0.7%	15	0.6
Media Services	38	0.9%	39	1.4%	51	1.9
Guid. Services	159	3.6%	82	3.0%	81	3.0
Health Services	85	1.9%	34	1.2%	42	1.6
Sec. Teachers	1,766	40.5%	1,137	41.6%	1,133	42.4
Elem. Teachers	2,012	46.0%	1,235	45.2%	1,177	44.0
All Cert. Employees	4,365	100.0%	2,732	100.0%	2,675	100.0%

	DISTRICTS WITH 500 - 999 STUDENTS (23 DISTRICTS)		DISTRICTS WITH 1 - 499 STUDENTS (43 DISTRICTS)	
	# IN ACT. GRP.	ACT. GRP. AS A % OF CERTIFIED EMPLOYEES	# IN ACT. GRP.	ACT. GRP. AS A % OF CERTIFIED EMPLOYEES
Superintendents	23	2.0%	36	4.6%
Other Dist. Adm.	7	0.6%	5	0.6%
Cur./Prog. Serv.	8	0.7%	2	0.3%
Sec. Principals	28	2.5%	12	1.5%
Elem. Principals	20	1.8%	17	2.2%
Asst. Principals	4	0.4%	0	0.0%
Media Services	25	2.3%	22	2.8%
Guid. Services	33	3.0%	19	2.4%
Health Services	19	1.7%	7	0.9%
Sec. Teachers	467	42.3%	342	43.9%
Elem. Teachers	469	42.5%	317	40.7%
All Cert. Employees	1,103	100.0%	779	100.0%

SALARY

The Average Salary in each category is calculated by dividing the total amount of salary paid to employees within the category (excluding extra pay) by the ACTUAL number of employees in the category:

$$\text{AVERAGE SALARY in the activity group} = \frac{\text{Total actual amount of salary paid in activity group}}{\text{Total ACTUAL number of employees in activity group}}$$

The Average Extra Pay in each category is calculated by dividing the total extra pay received by employees in the category by the ACTUAL number of employees in the category:

$$\text{AVERAGE EXTRA PAY in the activity group} = \frac{\text{Total extra pay received in the activity group}}{\text{Total ACTUAL number of employees in activity group}}$$

The Average Salary Plus Extra Pay in each category is calculated by dividing the sum of the total salary and the total extra pay by the ACTUAL number of employees in each category:

$$\text{AVERAGE SALARY PLUS EXTRA PAY in activity group} = \frac{\text{Total salary amount + total extra pay in activity group}}{\text{Total ACTUAL number of employees in activity group}}$$

AVERAGE SALARY, AVERAGE EXTRA PAY, AVERAGE SALARY PLUS EXTRA PAY AND NUMBER OF CERTIFIED EMPLOYEES BY 22 JOB CLASSIFICATIONS AND SEX

STATEWIDE

		AVERAGE SALARY			AVERAGE EXTRA PAY		AVERAGE SALARY PLUS EXTRA PAY		
	FTE*	ALL	MEN	WOMEN	MEN	WOMEN	ALL	MEN	WOMEN
Superintendent	106.24	$32,917	$32,823	$43,000	$2,988	$ 0	$33,221	$33,130	$43,000
Asst. Supt.	25.00	35,812	35,812	0	397	0	35,844	35,844	0
Director	71.00	24,924	25,570	21,797	2,538	3,328	25,634	26,214	22,821
Supv./Coord.	65.83	23,865	25,533	21,927	1,738	I,588	24,292	26,065	22,234
Cons./Spec.	49.42	18,475	23,495	16,342	1,416	712	18,687	23,744	16,537
Elem Principal	249.50	26,405	26,437	26,263	3,717	3,465	27,185	27,257	26,866
Sec. Principal	168.00	27,964	27,955	28,211	4,099	5,136	29,147	29,119	29,923
Asst. Principal	87.75	26,483	26,788	23,809	4,046	5,674	27,467	27,812	24,439
Elem. Teacher	5,075.67	16,848	17,634	16,705	924	671	16,912	17,881	16,736
Sec. Teacher	4,723.59	17,627	18,114	16,975	1,542	851	18,299	19,053	17,289
Librarian	117.59	18,364	18,743	18,298	1,093	876	18,672	19,350	18,553
Counselor	250.20	21,690	21,882	21,399	1,361	1,111	22,363	22,629	21,961
Psychologist	88.09	20,916	21,606	19,641	1,818	1,251	21,630	22,440	20,134
Psych. Examiner	2.50	15,669	19,015	8,977	3,533	0	16,847	20,782	8,977
School Nurse	47.17	14,073	0	14,073	0	271	14,116	0	14,116
Social Worker	18.05	18,460	20,538	15,603	2,289	750	18,740	20,954	15,697
Sp./H. Therapist	116.45	16,307	18,679	15,901	600	641	16,497	18,837	16,097
Head Teacher	14.00	18,858	19,103	18,612	1,419	1,228	20,006	20,523	19,489
Dean Boys/Girls	4.00	24,034	24,034	0	1,643	0	24,445	24,445	0
Business Manager	10.00	26,843	28,547	11,500	8,708	0	27,714	29,515	11,500
Intern	10.50	12,927	23,834	8,837	1,984	0	13,108	24,495	8,837
Media Generalist	53.45	18,671	20,248	18,007	1,276	631	18,836	20,567	18,107

SCHOOL DISTRICTS WITH MEMBERSHIP OF 5,000 OR MORE STUDENTS (8 DISTRICTS)

		AVERAGE SALARY			AVERAGE EXTRA PAY		AVERAGE SALARY PLUS EXTRA PAY		
	FTE	ALL	MEN	WOMEN	MEN	WOMEN	ALL	MEN	WOMEN
Superintendent	8.00	$43,795	$43,795	$ 0	$ 0	$ 0	$43,795	$43,795	$ 0
Asst. Supt.	11.00	38,441	38,441	0	397	0	38,513	38,513	0
Director	27.00	31,978	31,937	32,482	1,877	0	32,395	32,388	32,482
Supv./Coord.	40.00	26,773	28,616	24,521	1,777	1,210	26,967	28,859	24,655
Cons./Spec.	31.25	21,912	23,706	20,119	1,416	1,137	22,187	23,971	20,403
Elem. Principal	95.00	28,720	28,779	28,512	5,971	0	29,223	29,425	28,512
Sec. Principal	36.00	33,223	33,184	33,893	8,201	0	33,679	33,666	33,893
Asst. Principal	51.00	28,304	28,901	24,551	2,946	5,674	28,761	29,302	25,362
Elem. Teacher	1,968.81	17,657	18,822	17,470	297	290	17,675	18,895	17,479
Sec. Teacher	1,737.29	18,582	19,614	18,031	1,086	659	19,317	20,235	18,250
Librarian	8.00	19,982	20,742	19,855	0	964	20,119	20,742	20,016
Counselor	101.50	23,733	24,481	23,000	903	1,088	24,122	24,817	23,439
Psychologist	42.00	24,072	24,132	23,983	1,466	993	24,598	24,777	24,333
Psych. Examiner	.00	0	0	0	0	0	0	0	0
School Nurse	29.38	16,688	0	16,688	0	603	16,706	0	16,706
Social Worker	11.25	19,410	20,724	15,467	750	750	19,535	20,807	15,717
Sp./H. Therapist	52.00	18,775	21,920	18,216	50	573	19,015	21,939	18,496
Head Teacher	2.00	22,912	0	22,912	0	825	23,324	0	23,324
Dean Boys/Girls	2.00	29,658	29,658	0	0	0	29,658	29,658	0
Business Manager	1.00	35,090	35,090	0	0	0	35,090	35,090	0
Intern	5.00	8,822	0	8,822	0	0	8,822	0	8,822
Media Generalist	10.00	19,856	24,025	18,069	1,420	934	20,091	24,498	18,203

SCHOOL DISTRICTS WITH MEMBERSHIP OF 2,500 - 4,999 STUDENTS (13 DISTRICTS)

		AVERAGE SALARY			AVERAGE EXTRA PAY		AVERAGE SALARY PLUS EXTRA PAY		
	FTE	ALL	MEN	WOMEN	MEN	WOMEN	ALL	MEN	WOMEN
Superintendent	13.00	$38,317	$37,927	$43,000	$1,500	$ 0	$38,432	$38,052	$43,000
Asst. Supt.	10.00	33,470	33,470	0	0	0	33,470	33,470	0
Director	22.00	25,294	25,787	22,173	3,048	962	26,030	26,589	22,494
Supv./Coord.	14.83	18,807	21,507	16,706	1,395	938	19,098	21,906	16,915
Cons./Spec.	13.50	17,973	20,114	17,820	0	2,200	18,120	20,114	17,977
Elem. Principal	63.50	25,573	25,508	25,967	3,594	7,074	26,524	26,358	27,539
Sec. Principal	39.00	27,153	27,202	26,254	7,231	4,904	29,318	29,351	28,706
Asst. Principal	17.75	24,115	24,483	17,859	6,152	0	25,824	26,293	17,859
Elem. Teacher	1,204.50	16,889	17,676	16,753	706	820	16,924	17,776	16,776
Sec. Teacher	1,115.28	17,712	18,350	16,935	1,699	951	18,378	19,319	17,232
Librarian	27.00	19,839	19,740	19,873	1,487	1,203	20,237	20,589	20,114
Counselor	57.00	21,253	21,530	20,700	1,415	1,252	22,090	22,424	21,424
Psychologist	19.50	20,024	21,873	15,709	2,466	2,016	21,066	22,930	16,717
Psych. Examiner	2.00	19,015	19,015	0	3,533	0	20,782	20,782	0
School Nurse	5.00	16,115	0	16,115	0	0	16,115	0	16,115
Social Worker	1.00	17,649	21,684	15,631	0	0	17,649	21,684	15,631
Sp./H. Therapist	25.25	15,287	16,795	14,973	1,150	0	15,327	17,025	14,973
Head Teacher	4.00	16,510	17,664	13,047	1,363	1,044	17,793	19,027	14,091
Dean Boys/Girls	.00	0	0	0	0	0	0	0	0
Business Manager	4.00	28,104	28,104	0	8,708	0	30,281	30,281	0
Intern	1.50	6,845	0	6,845	0	0	6,845	0	6,845
Media Generalist	12.00	18,600	18,369	18,715	1,368	0	18,714	18,721	18,715

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1,000 - 2,499 STUDENTS (28 DISTRICTS)

		AVERAGE SALARY			AVERAGE EXTRA PAY		AVERAGE SALARY PLUS EXTRA PAY		
	FTE	ALL	MEN	WOMEN	MEN	WOMEN	ALL	MEN	WOMEN
Superintendent	28.00	$35,533	$35,533	$ 0	$ 0	$ 0	$35,533	$35,533	$ 0
Asst. Supt.	4.00	34,440	34,440	0	0	0	34,440	34,440	0
Director	15.17	21,520	22,750	18,815	2,133	4,117	22,559	23,138	21,285
Supv./Coord.	8.00	21,711	21,420	22,003	1,330	2,616	22,864	22,417	23,311
Cons./Spec.	2.17	15,398	0	15,398	0	180	15,658	0	15,658
Elem. Principal	58.00	25,807	25,740	26,298	3,842	1,696	26,727	26,719	26,783
Sec. Principal	53.00	27,418	27,533	24,485	3,687	5,368	28,424	28,473	27,169
Asst. Principal	15.00	25,128	25,168	24,560	2,530	0	26,140	25,253	24,560
Elem. Teacher	1,154.65	16,446	17,112	16,319	1,354	685	16,530	17,449	16,354
Sec. Teacher	1,110.80	17,115	17,639	16,289	1,739	1,012	17,915	18,708	16,666
Librarian	29.83	17,714	0	17,714	0	1,121	18,148	0	18,148
Counselor	55.00	20,621	20,633	20,597	1,482	966	21,385	21,530	21,080
Psychologist	19.75	20,199	21,593	15,739	2,549	670	21,081	22,708	15,873
Psych. Examiner	.00	0	0	0	0	0	0	0	0
School Nurse	8.78	11,965	0	11,965	0	352	12,028	0	12,028
Social Worker	2.80	15,721	0	15,721	0	0	15,721	0	15,721
Sp./H. Therapist	27.95	16,133	18,461	15,789	1,700	1,126	16,370	18,886	15,997
Head Teacher	4.00	20,384	20,951	19,817	955	700	21,036	21,906	20,167
Dean Boys/Girls	1.00	19,447	19,447	0	0	0	19,447	19,447	0
Business Manager	2.00	19,622	19,622	0	0	0	19,622	19,622	0
Intern	3.00	19,301	22,501	12,900	0	0	19,301	22,501	12,900
Media Generalist	20.00	19,092	20,529	18,476	880	663	19,202	20,676	18,571

SCHOOL DISTRICTS WITH MEMBERSHIP OF 300 - 999 STUDENTS (23 DISTRICTS)

		AVERAGE SALARY			AVERAGE EXTRA PAY		AVERAGE SALARY PLUS EXTRA PAY		
	FTE	ALL	MEN	WOMEN	MEN	WOMEN	ALL	MEN	WOMEN
Superintendent	22.70	$30,723	$30,723	$ 0	$4,848	$ 0	$31,566	$31,566	$ 0
Asst. Supt.	.00	0	0	0	0	0	0	0	0
Director	3.66	10,649	8,424	23,996	4,253	0	11,864	9,842	23,996
Supv./Coord.	3.00	17,804	17,804	0	2,337	0	20,141	20,141	0
Cons./Spec.	1.66	5,695	0	5,695	0	180	5,839	0	5,836
Elem. Principal	20.00	24,133	24,130	24,145	1,736	0	24,653	24,743	24,145
Sec. Principal	28.00	25,168	25,168	0	2,198	0	26,189	26,189	0
Asst. Principal	4.00	19,017	19,017	0	5,766	0	23,342	23,342	0
Elem. Teacher	449.56	15,516	16,209	15,343	1,383	1,135	15,712	16,797	15,440
Sec. Teacher	434.38	15,789	15,859	15,664	1,869	984	16,777	17,109	16,185
Librarian	17.00	17,678	17,849	17,656	1,732	433	17,958	18,715	17,858
Counselor	23.00	19,073	19,891	17,203	2,164	1,151	20,408	21,378	18,190
Psychologist	5.42	12,529	10,911	13,499	712	1,196	13,155	11,385	14,217
Psych. Examiner	.30	8,977	0	8,977	0	0	8,977	0	8,977
School Nurse	2.81	6,568	0	6,568	0	158	6,674	0	6,674
Social Worker	1.00	17,717	17,717	0	3,827	0	21,544	21,544	0
Sp./H. Therapist	9.40	10,841	7,877	11,088	0	536	11,089	7,877	11,356
Head Teacher	.00	0	0	0	0	0	0	0	0
Dean Boys/Girls	.00	0	0	0	0	0	0	0	0
Business Manager	.00	0	0	0	0	0	0	0	0
Intern	.00	0	0	0	0	0	0	0	0
Media Generalist	7.70	17,734	18,851	17,361	1,435	700	18,088	19,369	17,595

SCHOOL DISTRICT WITH MEMBERSHIP OF 1 - 499 STUDENTS (43 DISTRICTS)

		AVERAGE SALARY			AVERAGE EXTRA PAY		AVERAGE SALARY PLUS EXTRA PAY		
	FTE	ALL	MEN	WOMEN	MEN	WOMEN	ALL	MEN	WOMEN
Superintendent	34.54	$27,917	$27,917	$ 0	$1,993	$ 0	$28,250	$28,250	$ 0
Asst. Supt.	.00	0	0	0	0	0	0	0	0
Director	3.17	13,879	10,857	16,902	1,334	0	14,213	11,524	16,902
Supv./Coord.	.00	0	0	0	0	0	0	0	0
Cons./Spec.	.84	3,509	0	3,509	0	180	3,599	0	3,599
Elem. Principal	13.00	19,751	19,662	19,856	2,480	2,546	21,488	21,433	21,553
Sec. Principal	12.00	23,755	23,755	0	2,302	0	25,098	25,098	0
Asst. Principal	.00	0	0	0	0	0	0	0	0
Elem. Teacher	298.15	15,010	15,795	14,835	1,241	686	15,220	16,501	14,933
Sec. Teacher	325.84	15,069	15,374	14,600	1,805	825	16,125	16,796	15,096
Librarian	15.76	15,406	16,106	15,136	650	382	15,650	16,756	15,224
Counselor	13.70	17,320	17,893	16,174	759	1,116	17,972	18,424	17,067
Psychologist	1.42	10,063	10,063	0	358	0	10,301	10,301	0
Psych. Examiner	.00	0	0	0	0	0	0	0	0
School Nurse	1.20	5,529	0	5,529	0	252	5,697	0	5,697
Social Worker	.00	0	0	0	0	0	0	0	0
Sp./H. Therapist	1.85	10,109	13,846	8,864	0	332	10,192	13,846	8,974
Head Teacher	4.00	17,652	19,415	15,889	1,969	1,785	19,529	21,384	17,674
Dean Boys/Girls	1.00	17,372	17,372	0	1,643	0	19,015	19,015	0
Business Manager	1.00	11,500	0	11,500	0	0	11,500	0	11,500
Intern	1.00	26,500	26,500	0	1,984	0	28,484	28,484	0
Media Generalist	3.75	15,695	17,539	15,080	0	125	15,726	17,539	15,122

ESTIMATED AVERAGE PER CHILD SALARY EXPENDITURE FOR FOUR ACTIVITY CATEGORIES IN FIVE SCHOOL DISTRICT STUDENT MEMBERSHIP GROUPS

Estimated average per child salary expenditure is calculated by dividing the total average salary in each activity category by the total student membership in each size classification. The total average salary has been calculated by multiplying the actual number of employees by the total average salary for the activity category. The total average salary includes base salary and extra pay.

	DIST. ADMIN.	SCHOOL ADMIN.	STUDENT SERVICES	INSTRUCTION	ALL CERT. ACTIVITIES
Over 5,000	$43	$67	$74	$849	$1,033
2,500 - 4,999	$42	$64	$60	$826	$992
1,000 - 2,499	$38	$74	$69	$837	$1,018
500 - 999	$50	$74	$69	$856	$1,049
Under 500	$111	$63	$72	$1,015	$1,507

EXPERIENCE

Experience as shown in the following table includes total experience in education -- in-state and out-of-state, public and private school service.

NUMBER OF CERTIFIED EMPLOYEES BY EXPERIENCE
FOR ELEVEN ACTIVITY GROUPS

STATEWIDE

EXPERIENCE IN EDUCATION
(IN YEARS)

	1st	2-5	6-10	11-15	16-20	21-30	31 +
Superintendents	0	0	4	14	22	48*	20
Other Dist. Adm.	0	3	22	22	16*	35	13
Cur./Prog. Serv.	1	11	27	26*	33	23	3
Sec. Principals	0	1	14	35	34*	60	24
Elem. Principals	0	2	36	59	64*	75	28
Asst. Principals	0	2	14	18	21*	26	7
Media Services	2	23	31	38*	31	38	12
Guid. Services	11	36	77	78*	68	70	34
Health Services	16	57	55*	30	16	10	3
Sec. Teachers	165	937	1,251*	1,105	657	587	143
Elem. Teachers	226	1,205	1,560*	1,000	574	526	119
All Cert. Employees	421	2,277	3,091	2,425*	1,536	1,498	406

*An asterisk denotes the median experience range for the corresponding activity group. (revised 5/83)

AGE

MEDIAN AGE GROUP FOR CERTIFIED EMPLOYEES IN IDAHO
IN FOUR ACTIVITY GROUPS

STATEWIDE

	MEDIAN AGE GROUP
District Administration	41-45
School Administration	41-45
Student Services	41-45
Instructional Services	36-40

The median age group for all certified employees is 36-40 years.

NUMBER OF CERTIFIED EMPLOYEES BY AGE FOR 22 JOB CLASSIFICATIONS

STATEWIDE

	Under 21 Years	21-25 Years	26-30 Years	31-35 Years	36-40 Years	41-45 Years	46-50 Years	51-55 Years	56-60 Years	Over 60 Years
Superintendents	0	0	0	4	14	23	27	25	12	3
Asst. Supt.	0	0	0	0	2	7	7	2	6	1
Director	1	0	3	14	21	7	10	8	10	2
Supv./Coord.	0	0	4	6	13	20	9	7	6	2
Cons./Spec.	0	0	4	13	9	15	2	9	5	0
Elem. Principal	0	0	3	35	42	56	46	26	25	17
Sec. Principal	0	0	1	19	25	35	33	28	21	6
Asst. Principal	0	0	3	15	19	20	12	9	8	2
Elem. Teacher	2	394	871	1,095	868	574	476	417	309	204
Sec. Teacher	3	235	682	1,115	988	650	432	351	259	130
Librarian	0	0	2	16	19	12	15	19	26	12
Counselor	0	0	10	40	50	44	32	32	33	13
Psychologist	0	1	6	23	22	14	13	8	4	3
Psych. Examiner	0	0	0	1	0	0	0	0	0	2
School Nurse	0	0	2	12	6	6	5	14	9	3
Social Worker	0	0	7	8	2	1	0	1	0	0
Sp./H. Therapist	0	15	40	34	20	7	5	3	3	3
Head Teacher	0	0	0	2	3	2	4	1	2	0
Dean Boys/Girls	0	1	0	0	0	2	1	0	0	0
Business Manager	0	1	0	1	1	1	2	2	2	0
Intern	0	5	2	0	1	2	0	1	0	0
Media Generalist	0	0	2	11	7	6	8	6	9	5
All Cert. Employees	6	652	1,642	2,464	2,132	1,504	1,139	969	749	408

EDUCATIONAL ATTAINMENT

Only 1.3% of certified employees in Idaho's public schools hold less than a bachelor's degree; 29% of the certified employees hold a degree higher than the bachelor's degree. Most of the personnel holding less than a bachelor's degree are school nurses, vocational education instructors, or employees having one of the following types of certificates: Life, Pre-professional, Provisional, State Elementary, or State High School certification.

See the table on the following page for more detailed information.

NUMBER OF CERTIFIED EMPLOYEES BY HIGHEST DEGREE EARNED
IN 22 JOB CLASSIFICATIONS

	NONE	ASSOC.	BA/BS	MA/MS	6-YEAR	DOCTOR	OTHER
Superintendents	0	0	0	73	8	27	0
Asst. Supt.	0	0	0	15	2	8	0
Director	0	0	15	50	4	7	0
Supv./Coord.	0	0	26	38	2	1	0
Cons./Spec.	0	0	18	37	1	1	0
Elem. Principal	0	0	15	218	8	8	1
Sec. Principal	0	0	3	153	5	7	0
Asst. Principal	0	0	3	75	7	3	0
Elem. Teacher	1	18	4,371	807	6	6	1
Sec. Teacher	32	18	3,522	1,217	2	15	39
Librarian	0	1	92	27	0	1	0
Counselor	0	0	13	238	2	1	0
Psychologist	0	2	1	61	12	18	0
Psych. Examiner	0	0	0	3	0	0	0
School Nurse	1	13	18	3	0	0	22
Social Worker	0	0	0	19	0	0	0
Sp./H. Therapist	0	0	19	110	0	1	0
Head Teacher	0	1	8	5	0	0	0
Dean Boys/Girls	0	0	2	0	2	0	0
Business Manager	0	0	2	8	0	0	0
Intern	0	0	8	3	0	0	0
Media Generalist	0	0	39	15	0	0	0
All Cert. Employees	34	53	8,175	3,175	61	104	63

SOURCE OF EDUCATION

Complete information concerning the source of education of certified employees for the 1982-83 school year was unavailable in time to appear in this publication. The most recent statistics available on this subject are for the 1981-82 school year and a summary of that information is restated below.

In 1981-82, 54.3% of all certified employees received their highest degree from an Idaho educational institution. The percentage of district administrators receiving their highest degree in Idaho was 52.7%, while 56.8% of school administrators, 50.5% of student service personnel, and 54.4% of Idaho's teachers received their highest degree within the state.

TURNOVER

The turnover rates shown in the following table are based on the numbers of certified employees who left employment with Idaho school districts between September 1, 1981 and August 31, 1982. The percentages were calculated in the following way:

$$\text{\% of Certified Staff Turnover for X reason} = \frac{\text{\# of Certified Staff leaving employment for X reason between 9/1/81 and 8/31/82}}{\text{Total \# of Certified Staff terminations within district size category}}$$

CERTIFIED STAFF TURNOVER
FOR FIVE SCHOOL IDSTRICT MEMBERSHIP GROUPS AND STATEWIDE

DISTRICTS WITH	TOTAL # OF TERMINATIONS	TURNOVER % ALL REASONS COMBINED			% LEAVING TO WORK IN IDAHO SCHOOL DISTRICT	% LEAVING TO WORK IN OUT OF STATE SCHOOL	% LEAVING PROFESSION
		TOTAL	MEN	WOMEN			
Over 5,000 Students	364	32.0	23.4	76.6	4.4	10.4	44.8
2,500 - 4,999 Students	230	20.2	32.6	67.4	14.3	20.0	33.1
1,000 - 2,499 Students	259	22.8	32.0	68.0	20.5	20.9	27.8
500 - 999 Students	161	14.2	34.8	65.2	35.4	14.3	29.2
Under 500 Students	123	10.8	39.8	60.2	21.9	19.5	30.9
STATEWIDE	1,137	100.0	30.6	69.4	16.4	16.2	34.8

	% LEAVING TO RETURN TO SCHOOL	% LEAVING DUE TO TRANSFER OF SPOUSE	% LEAVING TO RETIRE	DEATH	% LEAVE OF ABSENCE	% TRANSFERRED TO NON-CERT. POSITION
Over 5,000 Students	2.2	7.7	12.9	1.3	15.3	0.8
2,500 - 4,999 Students	5.2	4.3	13.0	1.3	8.7	0.0
1,000 - 2,499 Students	3.9	8.5	11.6	0.4	6.6	0.0
500 - 999 Students	2.5	3.7	9.3	0.6	4.9	0.0
Under 500 Students	8.2	5.7	10.6	0.0	3.2	0.0
STATEWIDE	3.8	6.4	11.8	0.8	9.2	0.3

STATEWIDE TURNOVER RATE: 9.7% of certified employees in Idaho left their jobs between September 1, 1981 and August 31, 1982.

NON-CERTIFIED STAFF

Employees working in the positions reported in this section may or may not hold teaching certificates. The important distinction between these employees and those reported in the section on certified staff is that here the position does not require the employee to be a certified teacher.

NUMBER OF NON-CERTIFIED EMPLOYEES

As indicated in the introduction, employees serving in two or more non-certified positions are counted in each activity that is performed. This method of counting gives an accurate picture of the actual number of employees performing in each job classification. However, it produces an inflated total count of non-certified personnel serving schools in all capacities.

The Full-Time Equivalency (FTE) count for each job classification shown in the following table reflects the percentage of full-time that is spent performing that particular activity. Full-Time Equivalency is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, which is the number of working hours in a year.

ACTUAL NUMBER AND F.T.E. OF NON-CERTIFIED EMPLOYEES BY SEX IN 24 ACTIVITY GROUPS

STATEWIDE

	ACTUAL NUMBER	F.T.E.	ACTUAL NUMBER MEN	F.T.E. MEN	ACTUAL NUMBER WOMEN	F.T.E. WOMEN
Professional Services	26	13.7	8	4.9	18	8.8
Nurse	13	5.2	0	0.0	13	5.2
Social Worker	2	.4	0	0.0	2	.4
Special Project Personnel	156	87.2	23	12.5	133	74.7
Clerk-Board of Trustees	88	42.8	9	3.8	79	39.0
Business Manager	25	16.8	11	10.4	14	6.4
Public Information	4	2.6	0	0.0	4	2.6
Office Clerical-District	289	229.9	6	5.0	283	224.9
Office Clerical-Elem.	289	167.6	0	0.0	289	167.6
Office Clerical-Sec.	327	219.5	0	0.0	327	219.5
Teacher Aide	1,615	769.7	32	15.5	1,583	754.2
Library Aide	223	121.9	3	.8	220	121.1
Technical Services	17	15.8	17	15.8	0	0.0
Maintenance Supervisor	74	67.8	73	67.7	1	.1
Maintenance Worker	272	240.4	267	236.3	5	4.1
Janitor, Custodian	1,233	998.0	848	746.8	385	251.2
Transportation Supervisor	57	45.9	56	44.9	1	1.0
Vehicle Operator	1,166	323.4	523	141.9	643	181.5
Attendance Officer	11	5.8	5	2.7	6	3.1
Other	105	63.9	41	34.7	64	29.2
Food Service-Supervisor	76	49.3	3	1.6	73	47.7
Food Service-Manager	203	103.4	0	0.0	203	103.4
Food Service-Cook	866	374.9	4	2.0	862	372.9
Food Service-Other	325	107.6	10	4.0	315	103.6
ALL ACTIVITIES COMBINED	7,462	4,073.5	1,939	1,351.3	5,523	2,722.2

NON-CERTIFIED STAFF SALARY

The Average Annual Salary is calculated by dividing the total annual salary paid to employees within the category by the actual number of employees in the category.

$$\text{AVERAGE ANNUAL SALARY in the activity group} = \frac{\text{Total actual annual salary rounded for all employees in activity group}}{\text{Total actual number of employees in the activity group}}$$

The Average Hourly Pay Rate in each category is calculated by dividing the total hourly pay rate for all employees in the category by the actual number of employees in the category.

$$\text{AVERAGE HOURLY PAY RATE in the activity group} = \frac{\text{Total actual hourly pay rate rounded for all employees in activity group}}{\text{Total actual number of employees in the activity group}}$$

AVERAGE ANNUAL SALARY, AVERAGE HOURLY PAY RATE, AND ACTUAL NUMBER OF NON-CERTIFIED EMPLOYEES BY SEX IN 24 ACTIVITY GROUPS

STATEWIDE

	EMPLOYEES			AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Professional Services	26	8	18	$12,544	$19,295	$ 9,344	$12.66	$20.24	$ 9.29
Nurse	13	0	13	7,023	0	7,023	7.59	.00	7.59
Social Worker	2	0	2	3,295	0	3,295	6.85	.00	6.85
Special Project Personnel	156	23	133	7,652	10,463	7,166	5.97	7.93	5.63
Clerk-Board of Trustees	88	9	79	8,431	9,026	8,364	8.05	12.70	7.53
Business Manager	25	11	14	16,775	28,548	7,525	10.01	14.06	6.82
Public Information	4	0	4	10,716	0	10,716	7.45	.00	7.45
Office Clerical-District	289	6	283	10,372	11,141	10,356	6.01	5.90	6.01
Office Clerical-Elem.	289	0	289	7,073	0	7,073	5.29	.00	5.29
Office Clerical-Sec.	327	0	327	8,483	0	8,483	5.54	.00	5.54
Teacher Aide	1,615	32	1,583	4,751	5,032	4,475	4.40	4.71	4.40
Library Aide	223	3	220	6,015	5,948	6,016	4.91	8.73	4.86
Technical Services	17	17	0	15,340	15,340	0	8.22	8.22	.00
Maintenance Supervisor	74	73	1	16,658	16,861	1,815	8.56	8.57	7.20
Maintenance Worker	272	267	5	12,885	12,920	11,047	6.86	6.88	6.10
Janitor, Custodian	1,233	848	385	9,538	10,486	7,451	5.41	5.58	5.03
Transportation Supervisor	57	56	1	14,634	14,528	20,592	8.38	8.36	9.90
Vehicle Operator	1,165	523	643	3,974	4,071	3,895	5.90	6.22	5.64
Attendance Officer	11	5	6	9,608	12,718	7,017	8.46	11.60	5.85
Other	105	41	64	9,005	14,037	5,782	6.17	7.78	5.15
Food Service-Supervisor	76	3	73	9,628	10,387	9,597	6.52	8.30	6.45
Food Service-Manager	203	0	203	6,161	0	6,161	5.36	.00	5.36
Food Service-Cook	866	4	862	4,566	5,356	4,563	4.54	4.65	4.54
Food Service-Other	325	10	315	3,506	4,800	3,465	4.28	5.07	4.26
ALL ACTIVITIES COMBINED	7,462	1,939	5,523	6,701	9,568	5,695	5.36	6.37	5.00

SCHOOL DISTRICTS WITH MEMBERSHIP OF 5,000 OR MORE STUDENTS (8 DISTRICTS)

	EMPLOYEES			AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Professional Services	17	6	11	$14,711	$22,441	$10,495	$10.46	$13.65	$ 8.72
Nurse	3	0	3	13,058	0	13,058	8.57	.00	8.57
Social Worker	0	0	0	0	0	0	.00	.00	.00
Special Project Personnel	105	11	94	7,525	12,641	6,926	5.35	7.77	5.06
Clerk-Board of Trustees	4	0	4	17,870	0	17,870	9.25	.00	9.25
Business Manager	2	2	0	33,914	33,914	0	16.25	16.25	.00
Public Information	2	0	2	6,027	0	6,027	6.90	.00	6.90
Office Clerical-District	124	5	119	11,117	9,492	11,186	5.86	5.22	5.88
Office Clerical-Elem.	106	0	106	7,495	0	7,495	5.40	.00	5.40
Office Clerical-Sec.	135	0	135	8,764	0	8,764	5.55	.00	5.55
Teacher Aide	617	6	611	4,442	4,654	4,440	4.09	4.00	4.09
Library Aide	108	0	108	6,324	0	6,324	4.80	.00	4.80
Technical Services	7	7	0	16,123	16,123	0	7.73	7.73	.00
Maintenance Supervisor	13	13	0	21,044	21,044	0	10.16	10.16	.00
Maintenance Worker	119	119	0	13,716	13,716	0	6.83	6.83	.00
Janitor, Custodian	454	375	79	10,637	10,780	9,961	5.31	5.35	5.13
Transportation Supervisor	11	10	1	12,081	11,230	20,592	7.43	7.18	9.90
Vehicle Operator	221	92	129	4,899	5,106	4,752	5.50	5.73	5.34
Attendance Officer	5	3	2	13,463	17,681	7,138	9.30	11.60	6.35
Other	60	31	29	10,268	15,446	4,734	6.61	8.16	4.95
Food Service-Supervisor	10	1	9	15,145	14,362	15,232	8.85	8.10	8.93
Food Service-Manager	102	0	102	6,365	0	6,365	5.53	.00	5.53
Food Service-Cook	200	1	199	4,847	5,400	4,844	4.71	5.00	4.71
Food Service-Other	198	3	195	3,855	6,832	3,809	4.35	5.50	4.34
ALL ACTIVITIES COMBINED	2,623	685	1,938	7,355	11,142	6,016	5.16	6.09	4.84

SCHOOL DISTRICTS WITH MEMBERSHIP OF 2,500 - 4,999 STUDENTS (13 DISTRICTS)

	EMPLOYEES			AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Professional Services	5	1	4	$11,020	$13,000	$10,525	$16.80	$50.00	$ 8.50
Nurse	3	0	3	5,507	0	5,507	5.43	.00	5.43
Social Worker	1	0	1	3,680	0	3,680	5.70	.00	5.70
Special Project Personnel	35	5	30	8,977	16,355	7,747	7.48	10.74	6.94
Clerk-Board of Trustees	8	2	6	13,370	14,256	13,075	9.80	11.25	9.32
Business Manager	6	4	2	22,040	31,995	2,130	12.00	15.98	4.05
Public Information	1	0	1	14,316	0	14,316	8.10	.00	8.10
Office Clerical-District	63	1	62	10,383	19,386	10,238	6.20	9.30	6.15
Office Clerical-Elem.	85	0	85	6,581	0	6,581	5.20	.00	5.20
Office Clerical-Sec.	70	0	70	8,679	0	8,679	5.79	.00	5.79
Teacher Aide	328	16	312	4,932	5,312	4,912	4.63	5.26	4.60
Library Aide	45	0	45	5,631	0	5,631	4.95	.00	4.95
Technical Services	8	8	0	16,911	16,911	0	8.09	8.09	.00
Maintenance Supervisor	13	13	0	19,341	19,341	0	9.03	9.03	.00
Maintenance Worker	69	67	2	14,927	14,953	14,051	7.25	7.27	6.70
Janitor, Custodian	291	177	114	9,699	10,694	8,155	5.46	5.60	5.24
Transportation Supervisor	9	9	0	18,300	18,300	0	10.23	10.23	.00
Vehicle Operator	287	102	185	3,816	4,064	3,678	5.31	5.51	5.20
Attendance Officer	4	0	4	6,956	0	6,956	5.60	.00	5.60
Other	18	3	15	8,502	14,226	7,358	5.56	6.83	5.31
Food Service-Supervisor	11	0	11	11,712	0	11,712	6.94	.00	6.94
Food Service-Manager	43	0	43	6,275	0	6,275	5.50	.00	5.50
Food Service-Cook	276	2	274	4,412	3,072	4,422	4.55	4.45	4.55
Food Service-Other	58	5	53	2,875	5,286	2,647	4.30	5.04	4.23
ALL ACTIVITIES COMBINED	1,737	415	1,322	6,792	10,341	5,678	5.37	6.39	5.05

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1,000 - 2,499 STUDENTS (28 DISTRICTS)

	EMPLOYEES			AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Professional Services	1	0	1	$ 4,159	$ 0	$ 4,159	$ 9.40	$ .00	$ 9.40
Nurse	3	0	3	4,525	0	4,525	7.93	.00	7.93
Social Worker	1	0	1	2,909	0	2,909	8.00	.00	8.00
Special Project Personnel	5	1	4	7,354	1,235	8,884	7.26	6.50	7.45
Clerk-Board of Trustees	15	1	14	13,412	26,874	12,451	8.71	12.90	8.41
Business Manager	8	4	4	19,205	25,572	12,839	10.38	12.60	8.15
Public Information	1	0	1	16,494	0	16,494	7.90	.00	7.90
Office Clerical-District	45	0	45	10,890	0	10,890	6.17	.00	6.17
Office Clerical-Elem.	65	0	65	7,479	0	7,479	5.41	.00	5.41
Office Clerical-Sec.	81	0	81	8,497	0	8,497	5.56	.00	5.56
Teacher Aide	365	5	351	5,359	4,930	5,365	4.63	4.12	4.64
Library Aide	42	1	41	6,042	4,859	6,071	5.04	6.20	5.01
Technical Services	2	2	0	6,315	6,315	0	10.45	10.45	.00
Maintenance Supervisor	22	22	0	17,205	17,205	0	8.58	8.58	.00
Maintenance Worker	50	48	2	11,071	11,203	7,919	6.58	6.61	5.85
Janitor, Custodian	293	181	112	8,578	10,280	5,826	5.51	5.93	4.84
Transportation Supervisor	19	19	0	17,657	17,657	0	8.93	8.93	.00
Vehicle Operator	388	195	193	3,941	4,053	3,828	6.32	6.61	6.02
Attendance Officer	0	0	0	0	0	0	.00	.00	.00
Other	17	4	13	7,096	10,190	6,144	5.55	6.38	5.30
Food Service-Supervisor	27	2	25	9,418	8,400	9,500	6.45	8.40	6.29
Food Service-Manager	36	0	36	5,974	0	5,974	4.94	.00	4.94
Food Service-Cook	230	1	229	4,633	9,880	4,610	4.44	4.70	4.44
Food Service-Other	31	2	29	3,041	536	3,214	4.08	4.50	4.06
ALL ACTIVITIES COMBINED	1,738	488	1,250	6,517	8,492	5,747	5.53	6.58	5.12

SCHOOL DISTRICTS WITH MEMBERSHIP OF 500 - 999 STUDENTS (23 DISTRICTS)

	EMPLOYEES			AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Professional Services	1	0	1	$ 8,640	$ 0	$ 8,640	$ 8.00	$ .00	$ 8.00
Nurse	3	0	3	7,140	0	7,140	8.93	.00	8.93
Social Worker	0	0	0	0	0	0	.00	.00	.00
Special Project Personnel	6	4	2	3,447	1,689	6,963	6.23	6.28	6.15
Clerk-Board of Trustees	23	2	21	6,338	5,572	6,411	7.82	4.65	8.12
Business Manager	1	1	0	15,960	15,960	0	7.90	7.90	.00
Public Information	0	0	0	0	0	0	.00	.00	.00
Office Clerical-District	27	0	27	7,862	0	7,862	6.26	.00	6.26
Office Clerical-Elem.	20	0	20	6,325	0	6,325	4.99	.00	4.99
Office Clerical-Sec.	31	0	31	7,298	0	7,298	5.07	.00	5.07
Teacher Aide	199	5	194	4,611	4,693	4,609	4.53	4.42	4.54
Library Aide	17	0	17	5,795	0	5,795	4.72	.00	4.72
Technical Services	0	0	0	0	0	0	.00	.00	.00
Maintenance Supervisor	16	16	0	13,855	13,855	0	7.83	7.83	.00
Maintenance Worker	15	14	1	8,715	8,530	11,294	5.68	5.70	5.40
Janitor, Custodian	111	68	43	8,311	9,664	6,171	5.44	5.77	4.91
Transportation Supervisor	14	14	0	12,062	12,062	0	7.60	7.60	.00
Vehicle Operator	153	71	82	3,487	3,620	3,371	6.18	6.39	5.99
Attendance Officer	2	2	0	5,275	5,275	0	11.60	11.60	.00
Other	6	2	4	6,102	5,344	6,481	5.08	3.75	5.75
Food Service-Supervisor	18	0	18	7,045	0	7,045	5.64	.00	5.64
Food Service-Manager	12	0	12	4,775	0	4,775	4.73	.00	4.73
Food Service-Cook	96	0	96	4,139	0	4,139	4.44	.00	4.44
Food Service-Other	16	0	16	3,878	0	3,878	4.28	.00	4.28
ALL ACTIVITIES COMBINED	787	199	588	5,669	7,551	5,032	5.39	6.29	5.08

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1 - 499 STUDENTS (43 DISTRICTS)

	EMPLOYEES			AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Professional Services	2	1	1	$ 4,080	$ 6,720	$ 1,440	$25.00	$30.00	$20.00
Nurse	1	0	1	610	0	610	6.10	.00	6.10
Social Worker	0	0	0	0	0	0	.00	.00	.00
Special Project Personnel	5	2	3	6,406	5,911	6,736	6.78	5.75	7.47
Clerk-Board of Trustees	38	4	34	5,698	3,676	5,936	7.44	17.40	6.27
Business Manager	8	0	8	6,217	0	6,217	6.85	.00	6.85
Public Information	0	0	0	0	0	0	.00	.00	.00
Office Clerical-District	30	0	30	8,748	0	8,748	5.79	.00	5.79
Office Clerical-Elem.	13	0	13	5,972	0	5,972	4.88	.00	4.88
Office Clerical-Sec.	10	0	10	6,880	0	6,880	5.02	.00	5.02
Teacher Aide	115	0	115	4,248	0	4,248	4.55	.00	4.55
Library Aide	11	2	9	4,802	6,493	4,426	5.55	10.00	4.56
Technical Services	0	0	0	0	0	0	.00	.00	.00
Maintenance Supervisor	10	9	1	10,750	11,743	1,815	6.97	6.94	7.20
Maintenance Worker	19	19	0	8,333	8,333	0	7.36	7.36	.00
Janitor, Custodian	84	47	37	8,017	9,345	6,330	5.38	5.76	4.90
Transportation Supervisor	4	4	0	8,057	8,057	0	7.00	7.00	.00
Vehicle Operator	117	63	54	3,365	3,136	3,631	6.38	6.69	6.02
Attendance Officer	0	0	0	0	0	0	.00	.00	.00
Other	4	1	3	4,800	2,594	5,535	6.68	12.40	4.77
Food Service-Supervisor	10	0	10	7,034	0	7,034	5.50	.00	5.50
Food Service-Manager	10	0	10	5,923	0	5,923	5.42	.00	5.42
Food Service-Cook	64	0	64	4,757	0	4,757	4.42	.00	4.42
Food Service-Other	22	0	22	2,422	0	2,422	3.89	.00	3.89
ALL ACTIVITIES COMBINED	577	152	425	5,423	6,460	5,052	5.61	7.01	5.11

Federal law prohibits discrimination on the basis of race, color, religion, sex, national origin, age, or handicap in any educational programs or activities receiving federal financial assistance. (Title VI and VII of the Civil Rights Act of 1964; Title IX of the Educational Amendments of 1972; and Section 504 of the Rehabilitation Act of 1973).

It is the policy of the Idaho State Department of Education not to discriminate in any educational programs or activities or in employment practices.

Inquiries regarding compliance with this nondiscriminatory policy may be directed to Jerry L. Evans, State Superintendent of Public Instruction, Len B. Jordan Office Building, Boise, Idaho, 83720, (208) 334-3301, or to the Director of Office for Civil Rights, Department of Education, Washington, D. C.